93-00401/

Compensation Fairness Program

1991

ANNUAL REPORT

For Fiscal Year Ending

March 31, 1992

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Province of British Columbia

OFFICE OF THE COMMISSIONER

Ministry of Finance and Corporate Relations

COMPENSATION FAIRNESS PROGRAM

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June 10, 1992

The Honourable Glen Clark
Minister of Finance and Corporate Relations
Parliament Buildings
Victoria, B.C.
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Dear Mr. Minister:

The Annual Report of the Compensation Fairness Program for the Fiscal year ending March 31, 1992 is enclosed for your review and retention.

Respectfully submitted,

Neil Haggquist

Neil Haggquist
Commissioner

NH/ac

Encl.

COMPENSATION FAIRNESS PROGRAM

STAFF DIRECTORY

Commissioner[1]	Neil Haggquist
Previous Commissioner[2]	Ed Lien
Registrar	Alex Korman
Manager	Stuart Lamb
Legal Counsel to the Commissioner	J. Richard W. Hall
Consultant	William F. Fisher
Officer Manager/Executive Secretary	Cheryl Fong
Clerk/Steno	Tina Yano
Clerk/Steno	Amy Choe
Receptionist/Typist	Ingrid Burgstaller

1 November 18, 1991 to present

2 March 27, 1991 to November 18, 1991

1.0 FOREWORD

Those who seek and gain employment in the public sector are indeed fortunate. This portion of the work force has traditionally been sheltered from the vagaries of the private sector economic environment. Public sector employees have experienced a rare privilege as compared to their private sector counterparts; they enjoy, with few exceptions, lifetime job security. With that privilege comes an obligation for public sector employers; to be sensitive to those who finance public sector compensation - the taxpayers. Unfortunately, during my tenure under the Act, the opposite has been shown; there has been and continues to be a failure to meet that obligation.

I wholeheartedly adopt one of the final recommendations of the Peat Marwick Stevenson and Kellogg March 11, 1992 report and urge the Government to proceed expeditiously with it's adoption:

"Develop a strategy through which the government will have a greater central influence over wage settlements agreed to by Crown corporations, health facilities, schools and other agencies, with the objective of ensuring that wage differentials reflect productivity differences rather than inconsistent compensation practices."

It is my conviction that public sector employees will respond if a fair and equitable province wide compensation system is put in place.

2.0 THE COMMISSIONER'S MESSAGE

As an independent administrative tribunal, the Compensation Fairness Program's primary function was to implement and enforce the Government's public sector compensation policies outlined in the Compensation Fairness Act ("Act"), the Compensation Fairness Transition Regulations, the Compensation Fairness Regulations, and the Compensation Fairness Guidelines ("Guidelines"). The Act and its supporting legislation were passed on March 27, 1991. (See Table 2.1).

On November 18, 1991, Order in Council No. 1406 rescinded the Compensation Fairness Transition Regulations and the Compensation Fairness Regulations ("Regulations"). Simultaneously an Executive Council Minute caused substantive amendments to the Guidelines.

In November of 1991, I replaced Ed Lien as Commissioner. As a consequence of the recision of the Regulations and the amendments that took place concerning the Guidelines, the focus of the program changed considerably.

During my tenure as Commissioner, the primary statutory responsibility has been to review public sector compensation plans based on section 3 of the Act:

"The purpose of this Act is to establish a program that will ensure fair compensation for public sector employees based on the taxpayers', and therefore the public sector employers', ability to pay and will contribute towards an economy competitive in the global market place."

TABLE 2.1

LEGISLATIVE HISTORY

Statute	Date and Manner of Coming into Force	Date and Means of Repeal
Compensation Fairness Act	March 27, 1991 Proclamation	
Regulations		
Compensation Fairness Transition Regulations	March 27, 1991 Order in Council No. 390	November 18, 1991 Order in Council No. 1406
Compensation Fairness Regulations	Order in Council No. 391	November 18, 1991 Order in Council No. 1406
Guidelines		
Compensation Fairness Guidelines	March 27, 1991 Executive Council Minute	
Experience Adjustment Factor amendment	July 10, 1991 Executive Council Minute	
Amendment Order, 1991	November 18, 1991 Executive Council Minute	Repeal of preamble, paragraphs 2, 3, 9 to 17, 19 to 24, 26 to 43, 47 to 49, 51 and Appendix. Amendments to paragraphs 8, 18 and 52

As a result of the consequential amendments to the Guidelines, all Letter Decisions and Rulings previously issued by Commissioner Lien, which had rejected proposed collectively bargained compensation plans, were reconsidered by me and subsequently approved.

The November 18, 1991 amendments to the Act's supporting legislation did not have any impact upon the Minister of Finance and Corporate Relations' directive that all public sector employees earning an annual salary of $79,000 or more annually, were frozen at their existing annual salary as of January 30, 1991. However, those November 18, 1991 amendments removed any statutory authority or obligation to review either the recruitment or reclassification of senior public sector employees earning an annual salary of $79,000 or higher. Those employees earning an annual salary of $79,000 or more number approximately 2,500 in the Province.

I wish to recognize the assistance received from all the officials in the various Ministries involved with my office.

Finally, I express my thanks to all the members of my office staff for their diligence, efforts and loyalty - their professionalism speaks for itself. It is my sincere hope that the Government will continue to utilize the services of my office staff in other areas.

3.0 PRACTICE AND PROCEDURE

Under section 11 of the Act, all public sector employers were required to register with this office the particulars of the different employee groups they had in their organizations, what the applicable compensation implementation dates were and whether they were unilateral or bilateral compensation plans. This information was recorded on a Registration Report Form CFP-1.

After determining that a new compensation plan was appropriate for their various employee groups, a public sector employer was required, pursuant to section 15 of the Act, to file detailed cost information about the previous and proposed compensation plan. To assist public sector employers in providing the information required for a review of the proposed compensation increases, a Compensation Report Form CFP-2 was developed by this office.

One of the more significant aspects of the Compensation Report Form CFP-2 was the requirement that a public sector employer, through an authorized representative, swear a statutory declaration specifying whether there was an ability to pay the proposed compensation increases; what fiscal or financial policies the public sector employer was subject to; and what effect the increased costs of implementation of the proposed compensation plans would have on the current level of public service.

If the compensation plan was a bilateral compensation plan - that is, if there was a collective bargaining agent for the employee group in question, written invitations were extended to their collective bargaining agent to make submissions concerning the proposed compensation plan for the employee group within five business days.

After receipt of the new compensation plan, this office proceeded with detailed calculations to determine the accuracy and the cost of the proposed compensation increases. After review by the Registrar, the Manager and the Legal Counsel to the Commissioner, it was my role, as the Commissioner, to review the filed compensation plans under section 16 of the Act.

After receiving all submissions and comments from either the employee group, their collective bargaining agent or the public sector employer itself, a review of the requested increase was rendered under section 16 of the Act. That determination came in one of two forms, either a Letter Decision, which was a routine review of the filed compensation plan, or, a Ruling, which was issued if a more detailed analysis and discussion of the compensation plan and the Act and it's supporting legislation was required.

Letter Decisions and Rulings were then facsimiled to the public sector employer and the employee group and their collective bargaining agent, if applicable. In addition, copies of the Letter Decisions and Rulings were provided on a courtesy basis to the Library at the Industrial Relations Council, the Diana M. Priestley Law Library at the Faculty of Law, University of Victoria, the Law Library at the Faculty of Law, University of British Columbia and the British Columbia Court House Library in Vancouver. This was done to make public all the section 16 reviews this office released and to assist the research efforts of those in the public sector and the labour relations community by providing open and free access to the Letter Decisions and Rulings.

Finally, if a public sector employer or the employee group wished, they could apply under section 31 of the Act for this office to reconsider either a Letter Decision or a Ruling.

4.0 RULINGS

As of March 31, 1992 twenty-five Rulings have been issued by this office. On a calendar year basis, twenty-one Rulings were issued in 1991 and four Rulings were issued in 1992.

As a consequence of the amendments that took place on November 18, 1991 - Rulings 1, 2, 5, 6, 9, 10, 11, 13 and 15 that had previously been rejected were reconsidered by me on my own motion and all these Rulings were approved.

Tables 4.1 and 4.2 summarize by public sector sphere, the Rulings issued in 1991 and 1992.

In the Appendix, Tables 10.1 and 10.2 itemize all the Rulings that have emanated from this office during the period of this annual report. Table 10.3 delineates all those Rulings that were reconsidered because of the Executive Council Minute amendments to the Guidelines in November of 1991.

TABLE 4.1

1991 RULINGS BY PUBLIC SECTOR SPHERE

SPHERE	NUMBER OF RULINGS	PERCENTAGE OF TOTAL
Education	11	52.38
Government	0	0
Health	5	23.81
Municipal	5	23.81
	21	100%

TABLE 4.2

1992 RULINGS BY PUBLIC SECTOR SPHERE

SPHERE	NUMBER OF RULINGS	PERCENTAGE OF TOTAL
Education	0	0
Government	0	0
Health	3	75
Municipal	1	25
	4	100%

5.0 LETTER DECISIONS

There were 584 Letter Decisions issued in 1991 and 181 Letter Decisions issued as of March 31, 1992. Tables 5.1 and 5.2 summarize by public sector sphere, the Letter Decisions issued in 1991 and 1992.

Tables 10.4 and 10.5 in the Appendix identify all the Letter Decisions issued in 1991 and those issued in 1992 to the end of the current fiscal year.

TABLE 5.1

1991 LETTER DECISIONS BY PUBLIC SECTOR SPHERE

SPHERE	NUMBER OF LETTER DECISIONS	PERCENTAGE OF TOTAL
EDUCATION	193	33.05
GOVERNMENT	21	3.60
HEALTH	220	37.67
MUNICIPAL	150	25.68
TOTAL	584	100%

TABLE 5.2

1992 LETTER DECISIONS BY PUBLIC SECTOR SPHERE

SPHERE	NUMBER OF LETTER DECISIONS	PERCENTAGE OF TOTAL
EDUCATION	82	45.30
GOVERNMENT	2	1.10
HEALTH	39	21.16
MUNICIPAL	58	32.04
	181	100%

6.0 INTERNATIONAL LABOUR ORGANIZATION COMPLAINT

On May 31, 1991 the British Columbia Teachers' Federation President wrote to the Canadian Teachers' Federation requesting their assistance in initiating a complaint to the International Labour Organization concerning the Act.

However, after the election of a new Government in British Columbia, the Honourable Minister of Labour and Consumer Services for the Province advised the Honourable Minister of Labour for Canada in January of this year that the Province of British Columbia was committed to repealing the Act; that substantive amendments had been made to the Guidelines on November 18, 1991 and that both supporting Regulations had been repealed. Consequently, it is anticipated that the original complaint initiated by the World Confederation of Organizations of the Teaching Profession will now be viewed in a different light.

Therefore, it is my understanding that no further action will be taken by the International Labour Organization on this matter.

7.0 JUDICIAL REVIEW

As a consequence of some Rulings issued very early in the mandate of this office, judicial review applications were launched by both the affected public sector employers and the employee groups in question, through their collective bargaining agent.

The Board of School Trustees of School District No. 75 (Mission) initiated a petition in the Supreme Court of British Columbia alleging that the Commissioner had exceeded his jurisdiction and that the inclusion of section 24 in the Act concerning specific enforcement powers indicated that the intention of the Legislature was to restrict the enforcement powers of the Commissioner.

On May 16, 1991 the Honourable Mr. Justice MacDonnell of the Supreme Court of British Columbia in Vancouver Registry No. A911386 determined:

"In my opinion, the Commissioner's letter of April 2, 1991 was not outside the scope of his jurisdiction and was consistent with the general intention of the legislation."

As a result, the petition by the Board of School Trustees of School District No. 75 (Mission) was dismissed.

The Quesnel District Teachers' Association, the Cowichan District Teachers' Association, the Alberni District Teachers' Association, the Comox District Teachers' Association, the Shuswap Teachers' Association and the Mission Teachers' Union initiated legal proceedings alleging that the Commissioner had breached a principle of natural justice by failing to notify the petitioners or providing them with an opportunity to be heard.

On May 16, 1991, the Honourable Mr. Justice MacDonnell of the Supreme Court of British Columbia in Vancouver Registry No. A911626 wrote in part:

"As I have discussed with regard to the previous petitions brought, the purpose of this legislation was to impose a ceiling on the compensation which public sector employers could pay to their employees based on the taxpayers ability to pay.

. . .

The Commissioner's directive contained in the April 2nd, 1991 letter was not a final determination requiring that notice be given to the parties. It was a directive to employers who had commenced paying higher wages to revert to the previous rates until the Commissioner had reviewed the compensation plan and rendered his decision. It informed those employers that to do otherwise was a violation of the law. The effect of the directive did not alter the petitioners' rights under the law. It was a preliminary order aimed at preserving the status quo before a determination as to whether the compensation plan fell within the guidelines. In my opinion, a consideration of the three factors set out in Knight, supra, did not impose a duty upon the Commissioner to provide notice to the petitioners in advance of this directive.

. . .

Given the circumstances and the effect of Commissioner Lien's directive, there was no breach of natural justice or the duty to act fairly.

The petition is accordingly dismissed."

The Board of School Trustees of School District No. 28 (Quesnel), the Board of School Trustees of School District No. 65 (Cowichan), the Board of School Trustees of School District No. 70 (Alberni), the Board of School Trustees of School District No. 71 (Courtenay) and the Board of School Trustees of School District No. 89 (Shuswap) initiated further legal proceedings seeking an order declaring that the Commissioner had exceeded his jurisdiction when he directed on April 2, 1991 that those public sector employers who had implemented compensation plans after January 30, 1991, without first receiving approval from this office, were to revert to the previous compensation rates in effect pending a determination of the new proposed compensation plans.

The Honourable Mr. Justice MacDonnell of the Supreme Court of British Columbia on May 16, 1991 in Vancouver Registry No. A911509 determined that:

"Section 47 of the Act together with s.22 of the Regulations and s.52 of the guidelines specifically make the legislation retroactive to January 30th, 1991. The Act is deemed to come into force and effect as of that date.

As each of the collective agreements was concluded subsequent to January 30th, 1991 the School Boards were obligated by s.15 of the Act to file with the Commissioner, particulars of the compensation plans contained in those agreements. Section 34 (1) dictates that no employer shall implement a compensation plan until the Commissioner has completed his review of it and has determined that it is within the guidelines.

The petition is accordingly dismissed."

The Central Okanagan Teachers' Association, Local No.23 of the British Columbia Teachers' Federation and the Kamloops District Teachers' Association initiated additional legal proceedings in the Supreme Court of British Columbia against this office. The petitioners had requested the Court to issue a declaration that the Commissioner was without jurisdiction to review the compensation plan contained in the collective agreements between the Central Okanagan Teachers' Association and the Kamloops District Teachers' Association and their respective employers', the Boards of School Trustees of School Districts No. 23 and 24. On May 16, 1991 the Honourable Mr. Justice MacDonnell found in favour of the Commissioner:

"Until the collective agreements were signed and ratified by both parties, it was open for either side to reject terms in any draft agreements negotiated. It cannot be found that any rights vested until the agreements were concluded even if those rights applied to an earlier time period. As such, any rights in the COTA and KDTA agreements did not vest July 1st, 1990.

In conclusion, I find that the compensation plans agreed to after January 30th, 1991 come within the competency of the Compensation Fairness Act. The legislation is not retrospective in nature because the guidelines contemplate a base date being set in advance of January 30th, 1991. The fact that the collective agreements between the parties included duration clauses back-dating the term of the agreements to June 30th, 1990 did not vest contractual rights in the parties prior to the agreements being concluded. Section 34 (1) of the Act obliged the School Districts not to implement their compensation plans until the Commissioner had completed his review of them pursuant to s.16 of the Act and determined that those plans fell within the guidelines. It was in this capacity that the Commissioner had jurisdiction to direct any employers who had implemented such plans to cease and desist making any further payments under them until those plans had received his approval. ....

The petition is accordingly dismissed."

After losing this legal challenge, the Central Okanagan Teachers' Association, Local 23 of the British Columbia Teachers' Federation and Kamloops District Teachers' Association filed an application in the British Columbia Court of Appeal appealing the decision of the Honourable Mr. Justice MacDonnell. The Court of Appeal of British Columbia was prepared to hear arguments on February 28, 1992 but by the consent of both parties, the court hearing was adjourned generally.

Lastly, the Vancouver Teachers' Federation initiated legal proceedings in the Supreme Court of British Columbia under the Judicial Review Procedure Act for alleged breaches of the principles of natural justice. At the request of the Vancouver Teachers' Federation, the petition was adjourned generally with the consent of this office.

8.0 DISCONCERTING COMPENSATION PRACTICES IN THE PUBLIC SECTOR

During the normal operation of the program, my staff uncovered many disconcerting situations concerning the compensation of certain public sector employees in British Columbia. These recent findings require examination by the Commission of Inquiry into the Public Sector and Public Service.

8.1 CONFLICT OF INTEREST

There are many examples of conflict of interest situations or apparent conflict of interest scenarios in the various School Districts throughout the Province.

To begin with, the negotiating committee struck by school trustees is typically senior management employees of that particular School District. When these senior management employees negotiate new collective agreements for their School District, with either the local association of the British Columbia Teachers' Federation ("BCTF") or the local of the Canadian Union of Public Employees ("CUPE"), their own salaries are predicated upon what is ultimately concluded at the bargaining table with either the BCTF or CUPE. This situation is not conducive to getting the best labour relations 'deal' as far as the taxpayer is concerned.

Nor is it isolated to the education sector - the municipalities in the Province typically award their senior executives, who may or may not negotiate at the collective bargaining table for the municipality, the same percentage increase as that received by the represented municipal employees. This unique style of collective bargaining is analogous to 'Dracula guarding the blood bank.' I say this because whatever

percentage increases these negotiators agree to at the bargaining table for their employers, they then receive themselves.

The Superintendent of School District No. 4 (Windermere) in 1991 hired a new Secondary School Principal. There is only one senior Secondary School in the School District and the new Secondary School Principal was offered a starting annual salary that was more than the Superintendent's current annual salary. That Superintendent sought an exemption order from this office so that his salary, which was more than $79,000 per annum, could be increased to a level that put him above the new secondary school principal that he just hired. That request was rejected by this office.

In School District No. 63 (Saanich), three senior school management employees requested approval of a personal car usage allowance that amounted to $3,000 annually for each of them. It was the position of the three senior employees in question that the difference between the annual payment of $3,000 and the actual personal usage (for tax purposes) portion of the actual allowance should be paid to them in cash, so that they would receive the full compensation package used for administrative comparison.

Finally, there is a lack of appreciation by certain senior employees in the public sector of what conflict of interest means. As an example, in both School District No. 76 (Agassiz-Harrison) and School District No. 85 (Vancouver Island West), the Secretary Treasurer swore an affidavit relating to his own salary increase, a practice that is unacceptable and fiscally irresponsible. One would have expected that the Chair of the respective Board of School Trustees or the Superintendent to swear the statutory declaration.

8.2 EVERGREEN CONTRACTS

As a consequence of the activities of the Anti Inflation Board that operated in the middle to late seventies under the Anti Inflation Act, a federal statute, and the predecessor of this restraint program known as the Compensation Stabilization Act, many senior public sector employees in School Districts negotiated long term or "evergreen" contracts to prevent the intervention of future public sector compensation review and restraint legislation.

For instance, in School District No. 23 (Central Okanagan), the Superintendant has a long term contract that began on August 1, 1987 and runs to July 31, 1995. As well, the Excluded Staff employee group, numbering over thirty employees, has an evergreen contract that has been in place for ten years. The average earnings of the Assistant Superintendent, the Secretary Treasurer and the Directors as of January 1, 1991 was $83,400 and their contract formulas generated a 3.5% increase on July 1, 1991 and an additional amount equal to 50% of what the Central Okanagan Teachers' Association settled for, also to become effective July 1, 1991.

While this office is aware of these contractual arrangements in School District No. 23, other public sector employers have remained silent regarding personal or group contracts. It is our understanding that these public sector employers initiate increases, without first receiving approval from this office, to their senior public sector employees who are currently earning more than $79,000 per annum, which is the current level of the Minister of Finance and Corporate Relations annual salary freeze, on the premise of being able

to rationalize "contract arrangements" if they are ever challenged by this office or in court. The presence of these evergreen contracts requires a consideration by the Government, should future controls be contemplated.

In School District No. 23's case, the collective agreements for their CUPE and BCTF employee groups and the remuneration of their Principals are negotiated by three members of the excluded group (the Assistant Superintendent of Personnel, the Secretary Treasurer and the Director of Human Resources), acting for the Board of School Trustees of School District No. 23. On January 28, 1991, CUPE concluded a collective agreement with a wage increase of 6.97% effective January 1, 1991 and 7% on July 1, 1992. On January 28, 1991, the Principal's Association agreed to an 8% increase effective on the commencement of the 1991/92 school year.

The Central Okanagan Teachers' Association did not accept the offer available to them on January 28, 1991 and subsequently negotiated a collective agreement with increases of 9.11% and 4.70%. The excluded group in School District No. 23 consists of two Assistant Superintendents', eight Directors, one Secretary Treasurer and twenty-two support staff, and their salaries are determined by a formula of 50% of the increase awarded to the CUPE employee group plus 50% of the Central Okanagan Teachers' Association employee group increase. Every three years their salaries are reviewed by a consultant to determine if any "so called" competitive adjustments are necessary.

8.3 MUSICAL CHAIRS

From proposals submitted to this office there exists a syndrome with respect to the employment practices of certain public sector employers in the Province that I have termed 'musical chairs'. For example, School District No. 77 (Summerland) submitted a request to exempt their Superintendent from the $79,000 annual salary freeze because the Superintendent in question was attending an employment interview with School District No. 11 (Trail). If he was successful, he could receive an employment offer greater than his existing salary. This would then result in an opening occurring in School District No. 77 (Summerland) where the Superintendent currently was employed, and that position would then be filled by someone else in the School District or a neighbouring School District, catalyzing compensation increases for senior School District employees. This type of movement in School Districts is very common.

Consequently, there is no braking mechanism or demonstrable will power shown by School Districts to recruit and retain senior public sector employees at a level of remuneration that is more acceptable in these times of restraint and deficit.

Similarly, in the health care field, a senior manager at a major hospital advancing to become chief executive in a minor institution looked to receive an increase in compensation when moving, irrespective of the existing salary structure of the smaller hospital. The resulting distortion would then reverberate throughout the peer group of the minor institution.

The unfortunate consequence of situations like these are that a domino movement is created by the public sector employee moving from one public sector employer to another; whether in the education field, in the health care field or at the municipal level, the result is the same - such movement acts as a catalyst for compensation increases for all the existing and recruited employees in that particular public sector sphere.

For example, when one municipality hires a new Municipal Manager at a salary that stands out of line with other municipalities, as occurred recently in the lower mainland, this then has severe fiscal consequences on both the recruitment and the remuneration policy of all other municipalities in the Province when their Municipal Managers seek compensation commensurate with what the new Municipal Manager has been able to achieve over his/her predecessor.

8.4 BREACHES OF THE $79,000 ANNUAL SALARY FREEZE

Off the record conversations with this office by members of the public sector suggest that certain senior public sector employees currently affected by the $79,000 annual salary freeze are being paid for overtime hours, although they are nominally salaried without an overtime option. Research conducted by this office confirmed that these overtime payments also occurred during the Compensation Stabilization Program for the benefit public sector employees affected by the then $55,000 annual salary freeze. Therefore, on March 6, 1992 this office issued a Bulletin to all public sector employers prohibiting these overtime payments. (See the Appendix, Table 10.6 for a complete listing of all the Bulletins issued to date.)

From School District No. 36 (Surrey) we received a request for a Principal who, but for the $79,000 salary freeze would be receiving $82,000 per annum. The Principal was working half time at his request and wanted to be paid 50% of $82,000 not $79,000.

In another instance, The City of Kamloops had set aside all the monies that were accruing between the $79,000 frozen levels and the theoretical annual salary that would have been received had the freeze not been in effect for their senior managers. The administration in Kamloops had been instructed to pay these monies into an interest bearing trust account, to be released to affected employees upon modification or elimination of the freeze or paid out as part of a termination package.

Clearly, any intent to nullify the impact of the freeze on affected employees is contrary to the purpose of the Act, which is to restrain remuneration costs, and is in direct contravention of section 34 (1) of the Act. When contacted by this office, The City of Kamloops took the position that there had been a misunderstanding by this office but I remain unconvinced.

8.5 BENEFITS

Instead of individually assigned motor vehicles, with attendant income tax ramifications, certain senior public sector executives now use taxpayer-funded "pool cars" in the evening and on weekends, thus gaining a significant non-taxable benefit.

Some benefits offered in the private sector may not necessarily be appropriate in the public sector. For example, the Greater Vancouver Regional District offers to its exempt staff employee group a savings plan, which has been in existence for approximately 20 years. It provides employees, if they opt for the plan,

with a matching contribution of 1.5% of their annual salary, which is deposited in various managed funds. The accounts are in the individual employee's name and are calculated as part of the employees' earnings.

Certain senior executives at British Columbia Hydro and Power Authority, receive a monthly cash allowance for unvouchered expenses. The Chair and eight Vice Presidents receive $400.00 per month in cash and two Managers receive $250.00 per month. There is little justification for this level of unvouchered expenses each month.

8.6 INTEREST PAYMENTS ON RETROACTIVE SALARY ADJUSTMENTS

What, from my experience, must be a 'first' in labour relations practice, at least in this Province, was the voluntary, unilateral offering of interest on compensation increases that had retroactive implementation dates.

For example, the Board of School Trustees of School District No. 2 (Cranbrook) passed a resolution at their meeting on November 19, 1991:

"That the Board pay to the teachers the interest on the retroactive salary from the date of the signing the contract (March 21, 1991), at the rate of interest earned on the School Districts operating bank account."

In this case, the Cranbrook District Teachers' Association requested the Chairperson of the Board of School Trustees of School District No. 2 (Cranbrook) to pay interest on their negotiated collective agreement.

However, School District No. 2 (Cranbrook) was not alone in this innovative and inappropriate use of public funds - they were joined by School District No. 4 (Windermere) that paid interest to two different

employee groups, their teachers and administrative staff, School District No. 16 (Keremeos) to their teachers, School District No. 27 (Cariboo-Chilcotin) to their teachers, School District No. 29 (Lillooet) to their teachers; School District No. 38 (Richmond) to their teachers, administrative officers and excluded staff and finally School District No. 46 (Sunshine Coast) to their teachers. I note that of the School Districts referred to here, School District No. 4 (Windermere) has incurred an operating deficit of $30,000 and School District No. 38 (Richmond) has an operating deficit of $2.1 million.

8.7 INTEREST BEARING ACCOUNTS

After the Act came into force, the Board of School Trustees of School District No. 80 ("Kitimat") created, as the result of an arbitration, a trust fund for the benefit of the Kitimat District Teachers Association. This trust fund was unacceptable under the Act and the parties were so advised by this office.

8.8 SECONDMENT

This office recently become aware of many employees in the public sector, who at various stages in their careers, are seconded to a Ministry within the Provincial Government. Based on our experience to date, it would appear that virtually every time a secondment contract is negotiated, that individual's annual compensation increases permanently and will usually not be reduced after secondment; this results in a distortion of compensation ranges when they return to their original public sector employer. Consequently, the costs to the taxpayer rise considerably and permanently as this distortion ripples through the compensation chain.

An example of this practice was a recent application by the Board of School Trustees School District No. 63 (Saanich) concerning two individuals seconded to the Ministry of Education. One has an annual salary of $81,859 and the other has an annual salary of $81,973. School District No. 63 applied for increases in their annual salaries to $92,888 and $93,019 respectively, representing a 13.47% increase.

The Board of School Trustees of School District No. 11 (Trail) recently sought approval of a secondment salary increase from $86,320 to $90,636 (a 5.0% increase on salary).

The compensation of seconded public sector employees is set by their public sector employer. The Ministry that the secondment occurs at does not usually determine the annual salary. There are occurrences of public sector employers "topping up" the public sector employee's compensation during the term of the secondment. It would appear that this "topping up" occurs without the apparent knowledge of the Ministry in question.

While secondment may be a necessary feature of efficient and innovative Government, I have concerns with respect to the rationale behind such substantial compensation increases.

2.0 RECOMMENDATIONS

There are many fiscal, legal and policy issues that the Government should address concerning existing compensation practices and procedures to create more efficient and responsible public sector spheres. The suggestions that follow are matters that can or should come under the purview of the recently created Commission of Inquiry into the Public Service and Public Sector.

Before going any further, it is an opportune time to highlight portions of the recently released February 27, 1992 Peat Marwick Stevenson and Kellogg project report prepared for the Government:

"The fundamental issue to be addressed in this paper is the adequacy of government's capacity to influence labour relations generally and salaries and benefits in particular, within the public sector. Specifically, is the government able to influence, or at least reliably forecast, the financial implications associated with the negotiation of collective bargaining agreements in the provincial government, Crown corporations and provincially funded agencies? This includes the health care and education sectors.

As noted in our overview report, salary costs are a major contributor to the provincial deficit.

The future implications are not inconsequential. Crown corporations, School Districts, health care facilities and others have, on the one hand, the autonomy to successfully negotiate a collective agreement with their bargaining units. On the other hand, they rely heavily, and in some instances, exclusively, on funding from provincial coffers. Effective management and control of provincial resources requires a degree of influence from the provincial authorities that is equivalent to the impact of these costs on the Province's overall financial position.

. . .

The inability of the government to shape the outcome of collective bargaining in the broader public sector is an issue of increasing importance. Federal cost sharing revenues are declining, expenditures are rising and the expectations of the public, particularly with respect to education and health care, are not abating. It is imperative that the government have more control over the cost of salaries if the budget is to be balanced.

With insufficient funds to go around, the government must find methods that will bring the players together to collectively determine their ability to pay."

(emphasis added)

9.1 SECONDMENT

To begin with, there is a need for the Government to review its secondment process. It is my understanding that as funding was decreased to different Ministries by previous Governments, the number of full time equivalents (FTE's) dropped and there was a corresponding increase in the number of secondment that took place. While there are obvious benefits to both employees and employers in the public sector through the secondment process, there are some critical issues that arise because of the substantial, lasting compensation increases related to temporary or permanent secondment; these should be reviewed.

9.2 UNILATERAL AND BILATERAL COMPENSATION PLANS IN EDUCATION

There is an uneven playing field in the existing labour relations relationship among the various players charged with the responsibility of negotiating collective agreements.

As noted in the Peat Marwick Stevenson and Kellogg February 27, 1992 report:

"The publicly elected school boards in each of the 75 School Districts has the authority to bargain the terms and conditions of any agreement negotiated with its employee groups. The manner in which this authority is manifested varies throughout the Province. In some instances, a School District will rely solely on its own resources. In others, a district will hire labour relations expertise or even bring in a labour relations consultant to actually conduct the bargaining. This local autonomy allows a district to bargain for issues that are particularly important in their community as there are numerous proponents of this independence.

Despite this autonomy, it is interesting to note the degree of similarity between the wording of agreements. The BC Teachers Federation is involved in all the negotiations. This, coupled with other factors, has led to a fairly high degree of commonality in teacher collective agreements throughout the Province."

The real issue is the duplication of efforts, including costs, incurred by the School Districts for the semblance of local autonomy. There are no substantive arguments left to convince me that the current structure of collective bargaining should be retained.

One alternative would be the creation of a centralized bargaining agency that would represent all seventy-five School Districts in the Province. This agency would negotiate new collective agreements with the BCTF, the CUPE and any other collective bargaining agent representing School District employees, as well as determining all the unilateral compensation plans.

This agency would negotiate a master collective agreement for all School Districts covering uniform work conditions. A separate or component agreement could be negotiated locally to address issues peculiar to a specific School District. Besides having a mandate at the elementary and secondary school collective bargaining level, this agency would be responsible for administering unilateral and bilateral compensation plans for colleges, universities and other tertiary level educational institutions.

As a consequence of the inequities that occur between elementary and secondary teachers versus college and university instructors, as identified by the Peat Marwick Stevenson and Kellogg report, this agency would face difficult challenges:

"Post-secondary institutions, which include the universities, the colleges and a number of specialized institutes, are much easier to coordinate than the School Districts with their elected boards. The attendant public profile is reduced. Within these institutions, the mandate is set by the respective boards of directors. The government specifically appoints members to the Board. This, coupled with the ability of the government to control the dollars that each institution receives, has resulted in far less dramatic settlements than in the School Districts.

The problem that has arisen, however, is that similarly qualified teachers are paid more in the public school system than in the post-secondary education system. Recent estimates indicate that, given two individuals with identical qualifications, the person in the school system will earn $6,000-$7,000 more than their counterpart working in the post-secondary education institution. As a result, the colleges and universities are having some difficulty in attracting and retaining qualified personnel. The colleges are seeking the extra monies from the government to introduce parity between the systems."

9.3 $79,000 OR HIGHER ANNUAL SALARY FREEZE

A re-evaluation of the freeze on all public sector employees in the Province currently earning an annual salary of $79,000 or more is required in the near term. There are significant, in some cases gross discrepancies, in the annual compensation payable to senior public sector employees.

For example, the annual compensation of some Superintendents of School Districts significantly exceeds that paid to Deputy Ministers. Furthermore, to address the issue by percentage increases alone will only worsen the problem. It will widen the spread between salary grid levels and lead to the opportunity to argue for catch up - in effect an upward push on compensation, or a return to the previous existing numerical spreads. Clearly, the need to set dollar based criteria for compensation and responsibility levels must be addressed.

Tables 9.3.1 to 9.3.7. speak for themselves - the identification of widespread compensation anomalies that should be addressed by the Commission of Inquiry into the Public Service and Public Sector in order to restructure public sector compensation and eliminate inherent inequities.

TABLE 9.3.1

COLLEGES AND UNIVERSITIES THAT HAVE SENIOR PUBLIC SECTOR EMPLOYEES EARNING $79,000 OR MORE ANNUALLY.

INSTITUTION	NO. OF EMPLOYEES EARNING $79,000 OR MORE ANNUALLY	HIGHEST ANNUAL SALARY (as of December 1991)
UNIV. OF BRITISH COLUMBIA	538	$177,375
SIMON FRASER UNIVERSITY	180	150,000
UNIVERSITY OF VICTORIA	185	146,000
UNIVERSITY OF NORTHERN B.C.	3	130,000
OPEN LEARNING AGENCY	6	120,214
B.C.I.T.	13	117,700
VANCOUVER COMM. COLLEGE	12	110,000
KWANTLEN COLLEGE	5	102,156
CAMOSUN COLLEGE	4	94,600
NORTH ISLAND COLLEGE	5	94,040
DOUGLAS COLLEGE	7	94,000
FRASER VALLEY COLLEGE	2	91,000
EMILY CARR COLLEGE	1	90,900
OKANAGAN COLLEGE	3	90,000
CAPILANO COLLEGE	5	89,460
MALASPINA COLLEGE	1	89,302
EAST KOOTENAY COLLEGE	1	88,470
CARIBOO COLLEGE	4	88,000
COLLEGE OF NEW CALEDONIA	2	85,000
NW COMMUNITY COLLEGE	1	85,000
SELKIRK COLLEGE	1	84,192
NORTHERN LIGHTS COLLEGE	1	82,000
JUSTICE INSTITUTE	1	79,000

TABLE 9.3.2

CROWN CORPORATIONS THAT HAVE SENIOR PUBLIC SECTOR EMPLOYEES EARNING $79,000 OR MORE ANNUALLY.

CROWN CORPORATIONS	NO. OF EMPLOYEES EARNING $79,000 OR MORE ANNUALLY	HIGHEST ANNUAL SALARY (as of December 1991)
B.C. RAIL LTD.	16	$180,000
B.C. HYDRO AND POWER AUTHORITY	84	175,000
INSURANCE CORPORATION OF BRITISH COLUMBIA	23	161,899
B.C. TRANSIT	18	147,446
B.C. FERRY CORPORATION	10	120,000
B.C. TRADE DEVELOPMENT CORP.	3	113,688
B.C. LOTTERY CORPORATION	5	113,285
B.C. PAVILION CORPORATION	5	110,000
B.C. SYSTEMS CORPORATION	8	109,000
B.C. BUILDINGS CORPORATION	11	108,069

TABLE 9.3.3

HOSPITALS THAT HAVE SENIOR PUBLIC SECTOR EMPLOYEES EARNING $79,000 OR MORE ANNUALLY.

HOSPITALS	NO. OF EMPLOYEES EARNING $79,000 OR MORE ANNUALLY	HIGHEST ANNUAL SALARY (as of December 1991)
GREATER VICTORIA	18	$200,000
VANCOUVER GENERAL	42	195,000
CANCER CLINIC	90	185,000
CHILDREN'S	28	173,000
ST. PAULS	9	172,000
UNIVERSITY	18	170,182
FRASER BURRARD	8	165,000
SURREY MEMORIAL	6	150,000
B.C. REHABILITATION	3	128,000
LIONS GATE	5	123,000
KELOWNA	1	120,000
LANGLEY MEMORIAL	2	120,000
ROYAL INLAND	4	112,000
PRINCE GEORGE	6	111,543
MAPLE RIDGE	2	110,000
NANAIMO	4	110,000
RICHMOND	5	108,000
BURNABY	5	107,000
PEACE ARCH	1	106,000
VERNON JUBILEE	1	105,723
CHILLIWACK	2	95,268
MATSQUI SUMAS ABBOTSFORD	1	91,200
PENTICTON	1	90,202
TRAIL	1	83,500

TABLE 9.3.4

MUNICIPALITIES THAT HAVE NO SENIOR PUBLIC SECTOR EMPLOYEES

EARNING $79,000 OR MORE ANNUALLY.

MUNICIPALITY

Cariboo Regional District
Central Fraser Valley Regional District
City of Armstrong
City of Colwood
City of Fort St. John
City of Kimberley
City of Merritt
City of Parksville
City of Penticton
City of Prince Rupert
City of Quesnel
City of Revelstoke
City of Williams Lake
Columbia Shuswap Regional District
Corporation of the Township of Esquimalt
Corporation of the Village of Lytton
Cowichan Valley Regional District
Dewdney Alouette Regional District
District of Elkford
District of Invermere
District of Kitimat
District of Metchosin
District of Mission
District of North Saanich
District of Port Hardy
District of Salmon Arm
District of Squamish
District of Vanderhoof
Fort Nelson-Liard Regional District
Peace River Regional District
Powell River Regional District
Regional District Alberni-Clayoquot
Regional District of Comox-Strathcona

TABLE 9.3.4

MUNICIPALITIES THAT HAVE NO SENIOR PUBLIC SECTOR EMPLOYEES EARNING $79,000 OR MORE ANNUALLY.

MUNICIPALITY

Regional District of Kootenay Boundary
Regional District of East Kootenay
Regional District of Fraser-Cheam
Regional District of Kitimat-Stikine
Regional District of Nanaimo
Regional District of North Okanagan
Squamish Lillooet Regional District
Sunshine Coast Regional District
The City of Castlegar
The City of Dawson Creek
The City of Terrace
The City of Trail
The Corporation of the City of Courtenay
The Corporation of the City of Cranbrook
The Corporation of the City of Fernie
The Corporation of the City of Grand Forks
The Corporation of the City of Nelson
The Corporation of the City of Vernon
The Corporation of the District of Central Saanich
The Corporation of the District of Kent
The Corporation of the District of Oak Bay
The Corporation of the District of Peachland
The Corporation of the District of Pitt Meadows
The Corporation of The Village of Pemberton
The Village of Port Clements
Town of Golden
Town of Ladysmith
Town of Smithers
Town of Sidney
Town of View Royal
Village of Burns Lake
Village of Harrison Hot Spring
Village of 100 Mile House
Village of Valemount

TABLE 9.3.5

MUNICIPALITIES THAT HAVE SENIOR PUBLIC SECTOR EMPLOYEES EARNING $79,000 OR MORE ANNUALLY.

MUNICIPALITY	NO. OF EMPLOYEES EARNING $79,000 OR MORE ANNUALLY	HIGHEST ANNUAL SALARY (as of December 1991)
City of Vancouver	46	$138,888
The Corporation of the District of Burnaby	10	$131,016
Greater Vancouver Regional District	16	$117,641
City of Richmond	10	$116,442
The Corporation of the District of Surrey	15	$111,674
Corporation of the City of New Westminster	6	$109,584
Municipality of Saanich	7	$106,464
The Corporation of the District of West Vancouver	7	$105,312
The Corporation of the District of Maple Ridge	4	$104,347
The Corporation of Delta	8	$104,172
Capital Regional District	5	$102,936
The Corporation of the City of North Vancouver	3	$102,060
The Corporation of the District of North Vancouver	5	$100,500
City of Victoria	9	$ 99,522
The Corporation of the Township of Langley	4	$ 99,034

TABLE 9.3.5

MUNICIPALITIES THAT HAVE SENIOR PUBLIC SECTOR EMPLOYEES EARNING $79,000 OR MORE ANNUALLY.

MUNICIPALITY	NO. OF EMPLOYEES EARNING $79,000 OR MORE ANNUALLY	HIGHEST ANNUAL SALARY (as of December 1991)
City of Prince George	3	$ 98,435
City of Nanaimo	3	$ 98,253
District of Coquitlam	4	$ 97,536
Resort Municipality of Whistler	3	$ 96,745
City of Port Moody	2	$ 93,264
City of Kelowna	3	$ 93,090
The Corporation of the City of Port Coquitlam	1	$ 89,312
District of Chilliwack	1	$ 89,240
The Corporation of the District of Matsqui Abbotsford	1	$ 88,473
City of Langley	1	$ 85,267
City of White Rock	1	$ 84,273
Regional District of Central Kootenay	1	$ 83,922
City of Port Alberni	1	$ 83,532
City of Kamloops	3	$ 82,683
Thompson Nicola Regional District	1	$ 79,000
District of Campbell River	1	$ 79,000
District of Abbotsford	1	$ 79,000
The Corporation of the District of Powell River	1	$ 79,000

TABLE 9.3.6

PROVINCIAL GOVERNMENT EMPLOYEES EARNING $79,000 OR MORE ANNUALLY*

Classifications	No. of Employees	Average Annual Salary
Management Level 9**	53	$ 83,635
Management Level 10	37	88,564
Management Level 11	12	94,551
Management Level 12	30***	104,348

* Does not include Order In Council Appointments

** Includes 5 Orders In Council
Employees not in Management

*** Includes some Deputy Ministers on pre-retirement leave or on notice

TABLE 9.3.7

SCHOOL DISTRICTS THAT HAVE SENIOR PUBLIC SECTOR EMPLOYEES EARNING $79,000 OR MORE ANNUALLY.

SCHOOL DISTRICT	NAME	NO. OF EMPLOYEES EARNING $79,000.00 OR MORE ANNUALLY	HIGHEST ANNUAL SALARY (as of December 1991)
39	VANCOUVER	134	$126,000
44	NORTH VANCOUVER	38	119,703
36	SURREY	68	113,568
41	BURNABY	43	110,087
35	LANGLEY	19	108,425
43	COQUITLAM	39	108,098
42	MAPLE RIDGE	18	102,225
61	VICTORIA	22	101,262
57	PRINCE GEORGE	19	99,790
40	NEW WESTMINSTER	17	97,730
38	RICHMOND	36	96,547
22	VERNON	9	95,970
70	ALBERNI	6	95,550
45	WEST VANCOUVER	6	95,150
23	CENTRAL OKANAGAN	17	95,000
27	CARIBOO CHILCOTIN	6	94,795
37	DELTA	20	94,692
55	BURNS LAKE	2	94,401
88	TERRACE	8	93,695
7	NELSON	5	92,163

TABLE 9.3.7

SCHOOL DISTRICTS THAT HAVE SENIOR PUBLIC SECTOR EMPLOYEES EARNING $79,000 OR MORE ANNUALLY.

SCHOOL DISTRICT	NAME	NO. OF EMPLOYEES EARNING $79,000.00 OR MORE ANNUALLY	HIGHEST ANNUAL SALARY (as of December 1991)
33	CHILLIWACK	9	$ 91,007
75	MISSION	7	90,960
2	CRANBROOK	5	90,900
56	NECHAKO	8	90,740
15	PENTICTON	4	90,483
54	BULKLEY VALLEY	3	90,084
24	KAMLOOPS	10	90,000
72	CAMPBELL RIVER	2	89,942
59	PEACE RIVER SOUTH	13	89,799
34	ABBOTSFORD	11	89,750
71	COURTENAY	4	89,628
52	PRINCE RUPERT	6	89,315
68	NANAIMO	10	89,000
65	COWICHAN	7	87,761
63	SAANICH	8	87,666
3	KIMBERLEY	4	86,446
47	POWELL RIVER	6	86,446
60	PEACE RIVER NORTH	5	86,245

TABLE 9.3.7

SCHOOL DISTRICTS THAT HAVE SENIOR PUBLIC SECTOR EMPLOYEES

EARNING $79,000 OR MORE ANNUALLY.

SCHOOL DISTRICT	NAME	NO. OF EMPLOYEES EARNING $79,000.00 OR MORE ANNUALLY	HIGHEST ANNUAL SALARY (as of December 1991)
89	SHUSWAP	2	$ 86,000
81	FORT NELSON	2	85,568
49	CENTRAL COAST	1	85,500
46	SUNSHINE COAST	2	85,100
48	HOWE SOUND	1	85,000
80	KITIMAT	5	84,451
28	QUESNEL	6	84,278
19	REVELSTOKE	1	84,149
21	ARMSTRONG SPALLUMCHEEN	1	84,000
87	STIKINE	1	83,500
9	CASTLEGAR	4	82,552
62	SOOKE	4	82,175
12	GRAND FORKS	10	82,000
16	KEREMEOS	2	81,777
29	LILLOOET	1	81,700
1	FERNIE	2	81,608
69	QUALICUM	5	81,560
77	SUMMERLAND	3	81,365

TABLE 9.3.7

SCHOOL DISTRICTS THAT HAVE SENIOR PUBLIC SECTOR EMPLOYEES

EARNING $79,000 OR MORE ANNUALLY.

SCHOOL DISTRICT	NAME	NO. OF EMPLOYEES EARNING $79,000.00 OR MORE ANNUALLY	HIGHEST ANNUAL SALARY (as of December 1991)
11	TRAIL	5	$ 80,305
64	GULF ISLANDS	1	80,000
86	CRESTON-KASLO	1	79,800
84	VAN. ISLAND WEST	1	79,500
85	VAN. ISLAND NORTH	1	79,500
26	NORTH THOMPSON	1	79,500
4	WINDERMERE	2	79,443
66	LAKE COWICHAN	1	79,019
30	SOUTH CARIBOO	1	79,000
50	QUEEN CHARLOTTE	2	79,000
18	GOLDEN	2	79,000
32	HOPE	2	79,000
31	MERRITT	1	79,000
10	ARROW LAKES	1	79,000
17	PRINCETON	1	79,000
14	SOUTH OKANAGAN	3	79,000
76	AGASSIZ HARRISON	1	79,000
13	KETTLE VALLEY	0	less than 79,000
92	NISGA'A	0	less than 79,000

The frozen group of public sector employees has, historically, received attractive compensation increases. Under the Compensation Stabilization Act, between 1982 to 1986, the senior public sector employee annual salary freeze was set at $55,000 or higher and approximately 750 senior public executives were covered (not including public sector employees earning $55,000 annually or more who were not 'senior managers').

Based on inflation, the 1982 to 1986 $55,000 freeze is equivalent to the current $79,000 freeze. Under this Act, the $79,000 annual salary freeze has covered approximately 2500 employees in the public sector. The historical perspective of this situation is illustrated in Table 9.3.8.

It should be noted that some positions covered by the current $79,000 annual freeze were not affected by the previous Compensation Stabilization Program's $55,000 annual freeze. Nevertheless, senior public sector employees have enjoyed salaries that comfortably exceeded inflation, and by implication have increased in number.

When the Act is rescinded, 2500 public sector employees comprising the frozen group will be able to receive compensation increases of any magnitude. On the assumption that the increase will be limited to $5,000 per annum each, this will cost the various levels of government more than $1.0 million a month on salaries alone ($12.0 million annually). Additional costs for bonuses, benefit plans and perquisites would push the cost close to $1.5 million per month ($18.0 million annually). As the freeze has impacted upon all frozen annual salaries ($79,000 or higher) for a year, and, by timing, has affected others for up to two years, such increases are likely to exceed the $5,000 used in this example.

TABLE 9.3.8

SENIOR PUBLIC SECTOR EMPLOYEE

ANNUAL SALARY FREEZE : HISTORICAL PERSPECTIVE

PUBLIC SECTOR SPHERE	C.S.P. PROGRAM[1] (1982 TO 1986)	C.F.P PROGRAM[2] (1991 TO PRESENT)
Board, Commissions, Libraries and Provincial Government Service	157	134
Colleges and Universities	65	981
Crown Corporations	70	157
Hospitals	66	263
Municipalities	136	164
Regional Districts	28	23
School Districts	212	734
	734*	2456

1. Number of employees earning an annual salary of $55,000 or higher.
2. Number of employees earning an annual salary of $79,000 or higher.

* Does not include public sector employees who earned $55,000 or higher annually who were not 'senior managers'.

This office has already received applications from forty three of the seventy five School Districts in the Province seeking compensation increases for their frozen employee group - the submissions represent retroactive increases as far back as July 1, 1990 resulting in double-digit percentage uplifts. In addition, we are beginning to receive requests from municipalities and health care facilities for their 'frozen' employees who have traditionally been able to "negotiate" their own compensation increases.

Research conducted by this office has revealed that once the senior public sector employee salary freeze is removed, there will be widespread implementation of retroactive compensation increases. I hope that all public sector employers will behave in a responsible fiscal manner when the Act is repealed. It would be unfortunate and irresponsible if there was a rush for retroactive pay packages and spontaneous large salary increases without proper scrutiny.

9.4 PUBLIC SECTOR COMPENSATION REGISTRY

I urge the Government to create an agency or designate an existing agency to act as a depository with respect to public sector compensation in the Province.

There is no longer, except from the "frozen" employee group, any opposition to the current program. In fact, there is every indication of acceptance in having to report new compensation plans, especially since there is no apparent or real interference in the collective bargaining process or other forms of compensation adjustment. It seems that we have already started down the path to a provincial registry that discloses public sector compensation data.

Public disclosure, with respect to compensation issues in the public and private sector would allow for the review, by a single central source registry, and the release of all information covering each sphere of the public sector - education, health, municipalities and the Provincial Government itself. The collection and dissemination of public sector compensation data would include unilateral and bilateral (collectively bargained) compensation plans, exempt staff and senior public sector executives.

In the Province of Quebec, for the last six years, there has been and continues to be an example of a very successful public disclosure registry office - - L'Institut de Recherche et D'Information sur la Rémunération ("IRIR"). The Industrial Relations Council of British Columbia currently provides a portion of this information with respect to the represented workforce in the Province for both public and private sectors. Their expertise, coupled with detailed consultations with the IRIR staff in Quebec, would be very helpful in providing input for the establishment of the proposed data bank and the creation of a Public Sector Compensation Research Registry for British Columbia.

I urge the Commission of Public Inquiry into the Public Service and Public Sector to consider the right of the public to be made aware of public sector salaries. My recommendation is that this agency would be subject to the pending Freedom of Information Act, reinforcing my position that all aspects of public sector compensation should be both available and accountable to the public.

9.5 CONSULTANT FEES

There is a need to access specialized information sources, but not to the extent that has been witnessed. External consulting service costs incurred by public sector employers for collective bargaining and recruitment have included accounting, actuarial, consulting, legal and search services.

This practice by public sector employers, which I have termed the 'Guru Syndrome' is troubling, in part because of the danger that decision makers in the public sector may be mesmerized by the mystique portrayed and peculiar terms used by consultants.

The costs of these consultant services are not inconsequential. For example, in School District No. 1 (Fernie) the costs of employing consultants to be responsible for collective bargaining in 1991 amounted to $130,000. In 1992, these responsibilities have been assumed by the Secretary Treasurer in that School District with anticipated cost savings.

Of even greater concern to me is the general assumption and widespread advice given by consultants that public sector compensation levels should be the same as their purported equivalents in the private sector. For example, a report prepared for one of the School Districts makes this very argument, which is a debatable method of comparison.

Contrary to what has been suggested by consultants, it is inappropriate to use as a comparison benchmark the compensation paid to executives in the private sector when determining the appropriate compensation level for a public sector executive. Other means of analysis must be found to address the current inequities and inadequacies in senior public sector executive compensation.

9.6 PUBLIC SECTOR COMPENSATION - THE FUTURE

The instilling of effective and responsible compensation management in the public sector should become a fiscal cornerstone and the ultimate goal of the Government. Accomplishing this task would represent a tremendous achievement. In it's report to the Government, the Peat Marwick Stevenson and Kellogg February 27, 1992 analysis of collective bargaining recommended that:

"A number of models are available for consideration. Each brings an increased level of influence to the government in public sector negotiations.

- The most drastic option is to have all bargaining conducted in one place. In essence this would be a government bargaining agency responsible for conducting all negotiations. Clearly, this approach would require radical modification of the manner in which bargaining is currently conducted. However, it would introduce the greatest degree of control to the government.

- The second option involves the establishment of a central authority for the approval of mandates. One option would be for each Crown or other organization to seek approval for that mandate from the Minister of Finance, Treasury Board or some other central agency. Alternatively, GPSD could be the mandate approval agency.

- The third alternative is a variation on the second option. It, too, is a mandate approval agency, but it is structured on a sectoral basis. For example, the Crown Corporations would seek approval for their mandates from a central body, potentially the Crown Corporations Management Board; health care could obtain their approval from the Minister of Health. This model affords some direct control but continues to respect some of the unique features in each sector.

- The fourth option is somewhat different in that it achieves control through a financial infrastructure. A fiscal framework will provide the dollars available to the organization for negotiations. Exceeding this amount can only be accomplished in extreme cases and only then with approval from the highest authorities.

Irrespective of what option is followed, it is clear that greater central influence is necessary in order to achieve equity and provincial deficit objectives. We would find some merit in a multi-year agreement in which non-monetary items were traded off against wages. The unions involved should be given a clear and genuine opportunity to develop, advance and implement a greater and permanent role for themselves in achieving a solution.

. . .

Finally, irrespective of which option is selected, the government will need to determine the infrastructure that is required to turn the existing system into a more equitable and predictable system."

I agree with the Peat Marwick Stevenson and Kellogg analysis. There has been a demonstrable failure exhibited by the public sector, especially School Districts, in the area of labour relations, in part because of the current structure.

Public sector services represent a significant cost of maintaining our society as we know it. Each sphere of the public sector - education, government, health and municipal interests comprise the social infrastructure of British Columbia. Poorly conceived and unrealistic compensation increases in the public sector, in a time of low inflation and lack lustre economic performance, will only detrimentally impact on the Province's and the private sector's ability to be competitive and viable.

The challenge for the future is to ensure equitable treatment for all public sector employees while maintaining public fiscal justice for the taxpayers of British Columbia.

TABLE 10.1

1991 RULINGS

RULING NO.	DATE ISSUED	EMPLOYER	EMPLOYEE GROUP	REQUESTED COMPENSATION INCREASE	RESULT
1	APRIL 18, 1991	SCHOOL DISTRICT #23 (CENTRAL OKANAGAN)	CENTRAL OKANAGAN TEACHERS ASSOCICATION	9.11% - YR.1 5.12% - YR.2	REJECTED REJECTED
2	APRIL 26, 1991	SCHOOL DISTRICT #84 (VANCOUVER ISLAND WEST)	VANCOUVER ISLAND TEACHERS' ASSOCIATION	9.88% - YR.1 7.03% - YR.2	REJECTED REJECTED
3	MAY 9, 1991	SCHOOL DISTRICT #29 (LILLOOET)	CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1040	6.85% - YR.1	APPROVED
4	MAY 15, 1991	SCHOOL DISTRICT #59 (PEACE RIVER SOUTH)	TEAMSTERS, LOCAL 31	4.40% - YR.1 2.80% - YR.2	APPROVED APPROVED
5	MAY 23, 1991	SCHOOL DISTRICT #2 (CRANBROOK)	CRANBROOK TEACHERS ASSOCIATION	7.07% - YR.1 6.96% - YR.2	REJECTED REJECTED
6	JUNE 6, 1991	SCHOOL DISTRICT #24 (KAMLOOPS)	KAMLOOPS DISTRICT TEACHERS ASSOCIATION	6.88% - YR.1 7.42% - YR.2	REJECTED REJECTED
7	JUNE 27,1991	THE CORPORATION OF THE CITY OF VICTORIA	INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 730	5.39% - YR.1 2.47% - YR.2	APPROVED APPROVED
8	JUNE 28, 1991	THE CORPORATION OF THE CITY OF VICTORIA	VICTORIA CITY POLICE UNION	5.37% - YR.1 3.52% - YR.2	APPROVED APPROVED
9	JULY 5, 1991	SCHOOL DISTRICT #80 (KITIMAT)	KITIMAT DISTRICT TEACHERS ASSOCIATION	6.62% - YR.1 7.06% - YR.2	REJECTED REJECTED
10	JULY 17, 1991	SCHOOL DISTRICT #18 (GOLDEN)	GOLDEN TEACHERS ASSOCIATION	7.53% - YR.1 7.00% - YR.2	REJECTED REJECTED

TABLE 10.1

1991 RULINGS

RULING NO.	DATE ISSUED	EMPLOYER	EMPLOYEE GROUP	REQUESTED COMPENSATION INCREASE	RESULT
11	AUG. 7, 1991	ZION PARK MANOR	INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL 882	16.16% - YR.1 8.16% - YR.2 9.61% - YR.3	REJECTED REJECTED REJECTED
12	AUG. 9, 1991	WINDERMERE RETIREMENT LODGE LTD.	BRITISH COLUMBIA NURSES' UNION	5.99% - YR.1	APPROVED
13	AUG. 16, 1991	SCHOOL DISTRICT #4 (WINDERMERE)	WINDERMERE TEACHERS ASSOCIATION	7.15% - YR.1 7.32% - YR.2	REJECTED REJECTED
14	AUG. 21, 1991	SCHOOL DISTRICT #4 (WINDERMERE)	SENIOR ADMINISTRATION AND ADMINISTRATIVE	6.63% - YR.1 6.31% - YR.2	REJECTED REJECTED
15	AUG. 21, 1991	SCHOOL DISTRICT #34 (ABBOTSFORD)	ABBOTSFORD DISTRICT TEACHERS ASSOCIATION	8.23% - YR.1 8.21% - YR.2	REJECTED REJECTED
16	AUG. 23, 1991	HEALTH LABOUR RELATIONS ASSOCIATION	BRITISH COLUMBIA GOVERNMENT EMPLOYEES' UNION BRITISH COLUMBIA NURSES' UNION CANADIAN UNION OF PUBLIC EMPLOYEES CONSTRUCTION AND GENERAL WORKERS' UNION HEALTH SCIENCES ASSOCIATION HOSPITAL EMPLOYEES UNION THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS INTERNATIONAL BROTHERHOOD OF PAINTERS AND ALLIED TRADES INTERNATIONAL UNION OF OPERATING ENGINEERS PROFESSIONAL ASSOCIATION OF RESIDENTS AND INTERNS PROFESSIONAL EMPLOYEES' UNION REGISTERED PSYCHIATRIC NURSES' UNION UNITED STEELWORKERS OF AMERICA UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPING INDUSTRY OF THE UNITED STATES AND CANADA	LENGTH OF SERVICE INCREMENTS	APPROVED

TABLE 10.1

1991 RULINGS

RULING NO.	DATE ISSUED	EMPLOYER	EMPLOYEE GROUP	REQUESTED COMPENSATION INCREASE	RESULT
17	SEPT. 18, 1991	CITY OF KAMLOOPS	KAMLOOPS EXEMPT STAFF	8.62% 3.81% 4.81% 3.33%	APPROVED APPROVED APPROVED APPROVED
18	OCT. 1, 1991	THE CORPORATION OF THE DISTIST OF SURREY	MUNICIPAL MANAGER	$140,000 per annum	REJECTED
19	NOV. 1, 1991	THE CORPORATION OF THE DISTRICT OF SURREY	SECTION 31 APPEAL	$140,000 per annum	REJECTED
20	NOV. 4, 1991	BRITISH COLUMBIA CHILDREN'S HOSPITAL	PAEDIATRIC RADIOLOGISTS PAEDIATRICE PATHOLOGISTS	3.53% 3.64%	APPROVED APPROVED
21	NOV. 5, 1991	MATSQUI-SUMAS-ABBOTSFORD GENERAL HOSPITAL	CHIEF EXECUTIVE OFFICER	$114,500 per annum	REJECTED TO RENDER A DECISION

TABLE 10.2

1992 RULINGS

RULING NO.	DATE ISSUED	EMPLOYER	EMPLOYEE GROUP	REQUESTED COMPENSATION INCREASE	RESULT
1	JAN. 23, 1992	BRITISH COLUMBIA CANCER AGENCY	MEDICAL/DENTAL STAFF AND SCIENTISTS	3.59% 3.69%	APPROVED APPROVED
2	MAR. 20, 1992	VANCOUVER GENERAL HOSPITAL	PATHOLOGISTS	3.72%	APPROVED
3	MAR. 20, 1992	UNIVERSITY HOSPITAL	PATHOLOGISTS	3.71%	APPROVED
4	MAR. 20, 1992	THE CORPORATION OF THE DISTRICT OF SURREY	MUNICIPAL MANAGER	$145,000 per annum	NO JURISDICTION

TABLE 10.3

RECONSIDERATION OF RULINGS

RULING NO.	DATE OF RECONSIDERATION	EMPLOYER	EMPLOYEE GROUP	REQUESTED COMPENSATION INCREASE	RESULT
1	NOV. 25, 1991	SCHOOL DISTRICT #23 (CENTRAL OKANAGAN)	CENTRAL OKANAGAN TEACHERS ASSOCICATION	9.11% - YR.1 5.12% - YR.2	APPROVED APPROVED
2	NOV. 25, 1991	SCHOOL DISTRICT #84 (VANCOUVER ISLAND WEST)	VANCOUVER ISLAND TEACHERS' ASSOCIATION	9.88% - YR.1 7.03% - YR.2	APPROVED APPROVED
5	NOV. 25, 1991	SCHOOL DISTRICT #2 (CRANBROOK)	CRANBROOK TEACHERS ASSOCIATION	7.07% - YR.1 6.96% - YR.2	APPROVED APPROVED
6	NOV. 25, 1991	SCHOOL DISTRICT #24 (KAMLOOPS)	KAMLOOPS DISTRICT TEACHERS ASSOCIATION	6.88% - YR.1 7.42% - YR.2	APPROVED APPROVED
9	NOV. 25, 1991	SCHOOL DISTRICT #80 (KITIMAT)	KITIMAT DISTRICT TEACHERS ASSOCIATION	6.62% - YR.1 7.06% - YR.2	APPROVED APPROVED
10	NOV. 25, 1991	SCHOOL DISTRICT #18 (GOLDEN)	GOLDEN TEACHERS ASSOCIATION	7.53% - YR.1 7.00% - YR.2	APPROVED APPROVED
11	SEPT. 25 1991	ZION PARK MANOR	INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL 882	16.16% - YR.1 8.16% - YR.2 9.61% - YR.3	APPROVED APPROVED APPROVED
13	SEPT. 25, 1991	SCHOOL DISTRICT #4 (WINDERMERE)	WINDERMERE TEACHERS ASSOCIATION	7.15% - YR.1 7.32% - YR.2	APPROVED APPROVED
15	DEC.19 1991	SCHOOL DISTRICT #34 (ABBOTSFORD)	ABBOTSFORD DISTRICT TEACHERS ASSOCIATION	8.23% - YR.1 8.21% - YR.2	APPROVED APPROVED

TABLE 10.4

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Requested Guideline Year	Compensation Increase %	Decision
1	B.C. Rail	Clerical/Technical	1	4.80	approved
2	B.C. Rail	Professionals/Supervisors/Mgrs	1	4.80	approved
3	City of Colwood	Department Heads	1	4.65	approved
4	S.D. #1 (Fernie)	Administration	1	3.80	approved
5	Reg. Dist.of Comox-Strathcona	IWA Local 1-363	1	4.28	approved
6	Bulkley Lodge	Soc. Management	1	4.84	approved
7	City of Colwood	Staff	1	5.91	rejected
8	Dist. of Powell River	Administrative	1	3.69	approved
9	S.D. #64 (Gulf Islands)	Excluded	1	4.54	approved
10	S.D. #13 (Kettle Valley)	Excluded Staff	1	4.55	approved
11	Pr. George Public Library	Library Staff	1	4.90	approved
12	City of Colwood	Fire Department	1	5.99	rejected
13	S.D. #13 (Kettle Valley)	Administrative Officers	1	4.64	approved
14	City of Colwood	Fire Fighters	1	5.02	rejected
15	S.D. # 75 (Mission)	Teachers' Union	1	7.03	rejected
			2	7.61	rejected
16	Cowichan Valley Reg.Dist.	Management	1	3.95	approved
17	Reg. Dist. Mt. Waddington	Administrative Staff	1	4.77	approved
18	Reg. Dist. Mt. Waddington	Administrative Employee	1	3.77	approved
19	Reg. Dist. Mt. Waddington	Alcohol & Drug Staff	1	4.82	approved
20	Reg. Dist. Mt. Waddington	Parks Employees	1	4.82	approved
21	Municipal Financial Auth. of B.C.	Accounting	1	4.80	approved
22	S.D. #85 (Vancouver Island North)	Controller Manager	1	7.30	approved
23	Fraser Valley Reg. Library	Exempt Staff	1	4.85	approved
24	Cowichan Valley Reg. Dist.	Administrative Staff	1	3.89	approved
25	Town of Gibsons	Excluded	1	4.87	approved
26	B.C. Lottery Corp.	Professional Technical	1	4.30	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
27	B.C. Lottery Corp.	Management	1	2.92	approved
28	B.C. Lottery Corp.	Administrative Technical	1	4.89	approved
29	S.D. #15 (Penticton)	Teachers' Association	1	7.25	rejected
			2	6.94	rejected
30	City of Penticton	Non-Union/Supervisory	1	4.78	approved
31	Dawson Creek Municipal Public Library Board	Librarian	1	9.66	rejected
32	Capilano College	Administrators	1	4.36	approved
33	District of Matsqui	Fire-Senior Management	1	6.88	rejected
34	District of Matsqui	Recreation Middle Management	1	6.78	rejected
35	District of Matsqui	Fire-Middle Management	1	6.82	rejected
36	District of Matsqui	Recreation Senior Management	1	6.80	rejected
37	Cowichan Valley Regional	IWA Cowichan Lake Arena	1	7.09	rejected
38	Cowichan Valley Regional	IWA (Outside Workers) Local 1-80	1	7.30	rejected
39	Cowichan Valley Regional	IATSE Local 118	1	10.92	rejected
40	City of Colwood	Staff	1	4.75	approved
41	City of Colwood	Administration-Fire Dept.	1	4.76	approved
42	S.D. #54 (Bulkley Valley)	Teachers' Association	1	8.92	rejected
			2	7.05	rejected
43	S.D. #63 (Saanich)	Teachers' Association	1	6.99	rejected
			2	6.55	rejected
44	Dist. of Salmon Arm	Exempt Staff	1	4.67	approved
45	S.D. #1 (Fernie)	Certified Subst. Teachers'	1	18.54	rejected
			2	4.36	rejected
46	S.D. #1 (Fernie)	Teachers' Association	1	6.99	rejected
			2	7.20	rejected
47	S.D. #24 (Kamloops)	Excluded Staff	1	6.52	rejected
			2	5.85	rejected

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
48	Reg. District of N. Okanagan	Department Heads	1	4.80	approved
			2	4.68	approved
49	Reg. District of N. Okanagan	Lumby Parks & Recreation	1	4.78	approved
50	Reg. District of N. Okanagan	Regular Office Staff	1	4.78	approved
			2	4.80	approved
51	S.D. #84 (Vancouver Is.West)	Excluded Staff (Management)	1	4.81	approved
52	Southeast Kelowna Irrigation	District Manager	1	4.71	approved
53	Southeast Kelowna Irrigation	Office Staff	1	4.66	approved
54	S.D. #89 (Shuswap)	Teachers' Association	1	7.60	rejected
			2	7.17	rejected
55	S.D. #64 (Cowichan)	Teachers' Association	1	7.00	rejected
			2	7.10	rejected
56	S.D. #62 (Sooke)	Teachers' Association	1	7.31	rejected
			2	6.78	rejected
57	S.D. #49 (Central Coast)	Teachers' Association	1	7.79	rejected
			2	8.13	rejected
58	S.D. #64 (Gulf Islands)	Administrative Officers	1	7.20	rejected
59	S.D. #85 (Vancouver Is.North)	Teachers' Association	1	7.04	rejected
			2	7.02	rejected
60	S.D. #68 (Nanaimo)	Teachers' Association	1	8.46	rejected
			2	8.22	rejected
61	Powell River Gen. Hospital	Non-Contract	1	3.47	approved
62	Bulkley Lodge Society	Administrator	1	9.95	approved
63	Dist. of Abbotsford	Exempt Confidential	1	12.14	rejected
64	Dist. of Abbotsford	Exempt Supervisory	1	12.11	rejected
65	Dist. of Abbotsford	Exempt Management	1	8.96	rejected
66	S.D. #70 (Alberni)	Teachers' Association	1	7.24	rejected
			2	7.00	rejected
67	S.D. #70 (Alberni)	Substitute Teachers' Association	1	11.48	rejected

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
			2	4.00	rejected
68	Kinsmen Retirement Centre	Management	1	4.54	approved
69	Port McNeill & Dist. Hospital	Non Contract	1	3.93	approved
70	Whalley Dist. Sr. Citizens Housing Society	Management/Non Union	1	2.03	approved
71	Reg. Dist. of Central Okanagan	Staff	1	4.24	approved
72	S.D. #46 (Sunshine Coast)	Teachers' Association	1	7.25	rejected
			2	8.40	rejected
73	S.D. #15 (Penticton)	Administrative Officers	1	4.79	approved
74	Fraser Canyon Hospital	Management	1	4.91	approved
75	S.D. #72 (Campbell River)	Administrative Staff	1	4.71	approved
76	S.D. #13 (Kettle Valley)	Substitute Teachers' Association	1	4.44	approved
77	Penticton Dist. Retirement Services	Non Union	1	4.87	approved
78	Fraser Valley College	Administrative Assistant	1	4.94	approved
79	Dist. of New Hazelton	Municipal	1	3.82	approved
80	Grtr. Victoria Water Dist.	Supervisory and Administrative	1	4.07	approved
			2	2.04	approved
81	Town of View Royal	Officer	1	4.82	approved
82	Town of View Royal	Department Heads	1	4.68	approved
83	Reg. Dist. Central Okanagan	Staff	1	6.10	approved
84	S.D. #71 (Courtenay)	Teachers' Association	1	7.65	rejected
			2	7.12	rejected
85	S.D. #44 (North Vancouver)	Teachers' Association	1	7.60	rejected
			2	8.53	rejected
86	Selkirk College	Managers	1	4.96	approved
87	Selkirk College	Exempt Staff	1	4.90	approved
88	Fraser Valley College	Management	1	4.82	approved
89	S.D. #38 (Richmond)	Teachers' Association	1	7.27	rejected

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
90	S.D. #38 (Richmond)	Excluded Staff	2	7.18	rejected
91	Corp. of the Dist. of Matsqui	Management	1	4.80	approved
92	Corp. of the Dist. of Matsqui	Recreation Middle Management	1	4.89	approved
93	Corp. of the Dist. of Matsqui	Recreation Management	1	4.84	approved
94	James Bay Multi-Level Care Society-Beckley Lodge	Non-Union Management	1	4.87	approved
95	Corp. of the Dist. of Matsqui	Fire-Middle Management	1	4.54	approved
96	Cowichan Valley Reg. Dist.	IWA Canada Inc. (Inside/Outside Workers) Local 1-80	1	4.88	approved
97	Cowichan Valley Reg. Dist.	IWA Cowichan Lake Arena	1	4.79	approved
98	Township of Esquimalt	Police Union	1	4.94	approved
99	Fort St. John General Hospital	Non-Contract	1	5.32	approved
100	S.D. #21 (Armstrong-Spallumcheen)	Teachers' Association	1	2.10	approved
101	Dist. of West Vancouver	W. V. Municipal Employees' Association	1	6.93	rejected
102	S.D. #61 (Great Victoria)	Teachers' Association	2	8.20	rejected
103	S.D. Township of Esquimalt	Exempt Staff	1	3.82	approved
104	S.D. #15 (Penticton)	Exempt Staff	1	9.53	rejected
105	S.D. #15 (Penticton)	Exempt Staff Managers	2	7.04	rejected
106	S.D. #77 (Summerland)	Managers	1	5.40	approved
107	Reg. Dist. of Comox-Strathcona	Management	2	3.45	approved
108	Maple Ridge Hospital	Non-Contract Management	1	4.99	approved
109	B.C. Systems Corporation	Excluded Staff	1	1.83	approved
110	S.D. #27 (Cariboo Chilcotin)	Teachers' Association	1	4.91	approved
111	South East Kelowna Irrigation	Crew	1	4.77	approved
			1	4.60	approved
			1	4.85	approved
			1	7.36	rejected
			2	7.63	rejected
			1	4.65	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
112	S.D. #28 (Quesnel)	Teachers' Association	1	7.45	rejected
			2	6.97	rejected
113	Gr. Vancouver Regional Dist.	Exempt	1	4.85	approved
114	S.D. #24 (Kamloops)	Excluded Staff	1	4.78	approved
			2	4.87/3.32	approved
115	Central Park Lodges Ltd. (Glenwarren)	Administration	1	4.96	approved
116	S.D. #57 (Prince George)	Administrative Officers	1	4.81	approved
117	Maple Ridge Intermediate Care Ltd.	Domestic	1	4.10	approved
118	Maple Ridge Intermediate Care Ltd.	Health Care	1	3.97	approved
119	Maple Ridge Intermediate Care Ltd.	Nurses	1	4.01	approved
120	Maple Ridge Intermediate Care Ltd.	Owner/Operator	1	4.04	approved
121	S.D. #57 (Prince George)	Administrative Exempt Officers	1	4.77	approved
122	Central City Mission	Management	1	4.31	approved
123	Cowichan District Hospital	Management	1	4.99	approved
124	Mackenzie Pubic Library	Library Staff and Auxiliary	1	5.22	approved
125	S.D. #29 (Lillooet)	Teachers' Association	1	7.89	rejected
			2	5.93	rejected
126	S.D. #87 (Stikine)	Principals	1	3.19	approved
127	B.C. Trade Development Corp.	Marketing Division	1	4.27	approved
128	B.C. Trade Development Corp.	Export Advisory Board	1	4.11	approved
129	B.C. Trade Development Corp.	Finance and Administration	1	4.17	approved
130	B.C. Trade Development Corp.	Finance and Administration	1	3.59	approved
131	B.C. Systems Corporation	BCGEU Bargaining Unit	1	5.32	approved
			2	1.26	approved
132	Regional Dist. of Comox-Strathcona	Supervisory and Non-Union Group 1	1	6.18	rejected
133	Corp. of the District of Pitt Meadows	Department Heads, Administrator and Secretary	1	7.98	rejected

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
134	Corp. of the Dist. of Oak Bay	International Assoc. of Fire	1	5.33	approved
		Fire Fighters, Local 1856	2	2.45	approved
135	S.D. #92 (Nisga'a)	Teachers' Association	1	7.25	rejected
			2	6.88	rejected
136	University of B.C.	Management and Professional	1	3.74	approved
137	Hawthorne Lodge	Management	1	4.97	approved
138	B.C. Trade Development Corp.	Finance and Administration	1	4.17	approved
139	Regional Dist. of Comox-Strathcona	Supervisory and Non-Union Group 1	1	4.88	approved
140	Corp. of the Dist. of Pitt Meadows	Department Heads, Administrator and Secretary	1	4.63	approved
141	City of Parksville	Exempt Staff	1	4.98	approved
142	Laurel Lodge Ltd.	Lodge Staff	1	3.82	approved
143	Saanich Peninsula Hospital	Clerical	1	4.77	approved
144	Saanich Peninsula Hospital	Managers	1	4.95	approved
145	Saanich Peninsula Hospital	Directors	1	4.96	approved
146	Corp. of the Dist. of Oak Bay	Oak Bay Police Association	1	5.46	approved
			2	3.43	approved
147	S.D. #39 (Vancouver)	Summer School Teachers'	1	15.04	rejected
148	S.D. #39 (Vancouver)	VTF Substitute School Teachers'	1	19.84	rejected
			2	7.10	rejected
149	Cooper Place Intermediate Care	Management Staff	1	3.75	approved
150	Corp. of the Township of Esquimalt	Management Staff	1	3.95	approved
151	S.D. #39 (Vancouver)	Vanc. Teachers Federation	1	7.08	rejected
			2	7.07	rejected
152	Douglas College	Faculty Association	1	7.21	rejected
153	S.D. #87 (Stikine)	Excluded Staff-Manager of Finance	1	4.05	approved
154	Reg. Dist. of Comox-Strathcona	Supervisory and Non-Union Group 2	1	4.88	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
155	Gateby Intermediate Care Facility (Okanagan Commemorative Pioneer Cultural Society)	Administration	1	4.13	approved
156	S.D. #87 (Stikine)	Excluded Staff/Executive Secretary	1	4.40	approved
157	S.D. #70 (Alberni)	Management/Excluded Staff	1	5.67	approved
158	Lions Gate Hospital	Non-Unionized	1	3.49	approved
159	Coquitlam Care Centre	Supervisory and Clerical	1	4.81	approved
160	Como Lake Private Hospital	Supervisory and Clerical	1	4.77	approved
161	Haro Park Centre Society	Management	1	3.91	approved
162	S.D. #1 (Fernie)	Administration	1	4.85	approved
163	Oak Bay Kiwanis Health Care Society	Management Excluded Staff	1	8.98	rejected
164	Town of Sidney	Exempt Staff	1	3.88	approved
165	Open Learning Agency	Exempt Staff	1	5.68	rejected
166	University of B.C.	Non-Union Technicians and Research Assistants	1	3.80	approved
167	University of B.C.	Excluded Clerical/Secretarial			
168	Alberni-Clayoquot Reg. Dist.	Non-Union	1	8.21	approved
169	Open Learning Agency	Exempt Employees-Freelance	1	5.73	rejected
170	Open Learning Agency	Exempt Employees-Temporary	1	5.78	rejected
171	Kiwanis Care Centre	All Employees	1	4.65	approved
172	Kamloops Society for Com. Living	Union Exemptions	1	9.56	rejected
173	Okanagan Regional Library Board of Management	Professional Employees Assoc.	1	3.98	approved
			2	0.00	approved
174	Beaver Valley Public Library	Staff	1	3.60	approved
175	Meno Home	Management/Excluded Staff	1	4.26	approved
176	Town of View Royal	Employee Group	1	4.26	approved
177	B.C. Pavilion Corporation	Support Staff	1	3.77	approved
178	B.C. Pavilion Corporation	On Call Hourly	1	3.94	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
179	B.C. Pavilion Corporation	Salary Management Staff	1	3.80	approved
180	S.D. #88 (Terrace)	Teachers' Association	1	6.47	rejected
			2	6.47	rejected
181	City of Parksville	Exempt Staff-Contract	1	4.49	approved
182	Dist. of Kent	Senior Staff	1	4.87	approved
183	Dist. of 100 Mile House	Supervisory	1	3.86	approved
184	S.D. #66 (Lake Cowichan)	Substitute Teachers'	1	9.26	rejected
			2	7.78	rejected
185	Kopernik Lodge	Management Staff	1	3.95	approved
186	College of New Caledonia	Excluded Administration	1	4.68	approved
187	Royal Arch Masonic Homes	Management	1	4.95	approved
188	S.D. #12 (Grand Forks)	Principals' and Vice Principals'	1	3.06	approved
189	Corp. of the Village of Pemberton	Exempt Municipal Staff	1	9.45	rejected
190	S.D. #55 (Burns Lake)	International Union of Operating Engineers Local 858 Service Staff	1	5.04	approved
191	S.D. #14 (Southern Okanagan)	Teachers' Association	1	7.77	rejected
			2	6.73	rejected
192	S.D. #66 (Lake Cowichan)	Teachers' Association	1	7.00	rejected
			2	7.01	rejected
193	Juan De Fuca Hospital Society	Clerical Support Staff	1	2.91	approved
194	Juan De Fuca Hospital Society	Assistant Directors and Officers	1	2.62	approved
195	Juan De Fuca Hospital Society	Directors	1	2.75	approved
196	Juan De Fuca Hospital Society	Vice Presidents	1	3.16	approved
197	S.D. #80 (Kitimat)	Exempt Staff	1	4.93	rejected
			2	4.93	rejected
198	Open Learning Agency	Exempt - Freelance	1	5.73	approved
			2	4.04	approved
199	Open Learning Agency	Exempt Temporary	1	5.78	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
			2	4.02	approved
200	Open Learning Agency	Exempt Employees	1	5.58	approved
			2	4.00	approved
201	S.D. #12 (Grand Forks)	Supervisory	1	3.20	approved
202	City of Victoria	Victoria Police Sr. Officers	1	5.37	approved
			2	3.49	approved
203	Youville Residence Health Care	Management (Other)	1	4.12	approved
204	Youville Residence Health Care	Support Staff	1	4.12	approved
205	Youville Residence Health Care	Management	1	4.12	approved
206	Youville Residence Health Care	Registered Nurses	1	4.18	approved
207	Bonnymuir Lodge Ltd.	Professional Nurses	1	4.51	approved
208	Alberni-Clayoquot Reg. District	Non-Union	1	2.87	approved
			2	4.19	approved
209	Reg. Dist. of Fraser Ft. George	CUPE Local 1699	1	6.07	rejected
			2	6.12	rejected
			3	3.89	rejected
210	Valemount Health Planning Soc.	Administrator	1	24.30	rejected
211	Glenmore-Ellison Improve. Dist.	Hourly Paid	1	15.74	rejected
212	Glenmore-Ellison Improve. Dist.	Salary	1	5.31	approved
213	Fernbrae Holdings Ltd.	Sun Valley/Windsor Manor	1	4.93	approved
214	Carlton Private Hospital	Supervisor/Clerical	1	4.90	approved
215	Trinity Centre Cares Society	Other Management and Non-Union	1	6.58	rejected
216	Houston Health Care Services	B.C. Nurses Union	1	14.39	rejected
217	S.D. #16 (Keremeos)	Education Officers, District Administration,	1	6.89	rejected
		Superintendent and Secretary Treasurer	2	6.94	rejected
218	S.D. #24 (Kamloops)	Administrative Officers	1	7.80	rejected
			2	7.30	rejected
219	(Sidney Interm. Care Home)	BCGEU Support Staff and Nurses	1	28.24	rejected

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
220	University of Victoria	Specialist Instructional Staff	1	4.78	approved
221	University of Victoria	Confidential Support	1	4.75	approved
222	S.D. #70 (Alberni)	Superintendent of Schools and Other Managers	1	2.57	approved
223	S.D. #70 (Alberni)	Administrative Officers	1	4.72	approved
224	S.D. #85 (Vancouver Is. North)	Administrative Officers	1	4.94	approved
225	City of Victoria	Managers	1	4.87	approved
226	City of Victoria	Executive	1	.69	approved
227	Dogwood Lodges	Middle Management	1	3.37	approved
228	Douglas College	Excluded Personnel	1	4.49	approved
229	S.D. #59 (Peace River South)	BCGEU Local 710 Clerical and Aides	1	7.80	approved
			2	6.10	approved
230	Univ. College of the Cariboo	Administrative Staff	1	4.90	approved
231	Univ. College of the Cariboo	Cariboo College Faculty Association	1	6.04	approved
232	City of White Rock	Exempt Staff	1	4.12	approved
233	Revelstoke District Health Soc.	Homemakers	1	3.42	approved
234	Jackman Manor	Excluded Staff & Department Heads	1	3.74	approved
235	Village of Midway	Administrator, Assist. Clerk and Foreman	1	4.81	approved
236	Kamloops Soc. for Com. Living	Union Exemptions	1	9.56	rejected
237	Kamloops Soc. for Com. Living	Non-Contract	1	9.02	approved
238	Richmond General Hospital	Non-Contract	1	2.83	approved
239	B.C. Institute of Technology	Executive Management/Excluded	1	1.12	approved
240	B.C. Institute of Technology	Management/Excluded	1	3.91	approved
241	S.D. #35 (Langley)	Administrators	1	1.51	approved
242	Dist. of Hudson's Hope	Administration	1	4.88	approved
			2	4.86	approved
243	Dist. of Hudson's Hope	Inside and Outside	1	4.71	approved
			2	4.78	approved
244	New Vista Society	Management Staff	1	2.85	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
245	Willowdale Guest Home Ltd.	All Employees	1	4.46	approved
246	Grand-Vu Lodge Ltd.	Managers	1	4.11	approved
247	Grand-Vu Lodge Ltd.	Non-Professional	1	3.91	approved
248	Grand-Vu Lodge Ltd.	Professional Nursing	1	4.03	approved
249	Royal Arch Masonic Homes Society	Caretaker	1	2.72	approved
250	Evergreen Baptist Care Society	Management	1	4.49	approved
251	Kinsington Private Hospital	Facility Management	1	4.54	approved
252	Eden Intermediate Care Centre	Facility Management	1	5.59	approved
253	Eden Intermediate Care Centre	Facility Management	1	4.69	approved
254	Kimberley Special Care Home Soc.	Officer Manager	1	4.90	approved
			2	4.90	approved
255	S.D. #32 (Hope)	Management	1	2.48	approved
256	Central Fraser Valley Reg. Dist.	Exempt Management	1	12.07	rejected
257	Central Fraser Valley Reg. Dist.	Secretary Treasurer	1	7.00	rejected
258	S.D. #16 (Keremeos)	Teachers' Association	1	6.93	rejected
			2	7.52	rejected
259	Oak Bay Kiwanis Health Care	Management Staff	1	4.64	approved
260	Vancouver General Hospital	Management	1	6.85	approved
			2	2.76	approved
261	Vancouver General Hospital	Compression	1	6.00	approved
			2	2.40	approved
262	Vancouver General Hospital	PhD's	1	6.13	approved
	Vancouver General Hospital	PhD's	2	2.25	approved
263	S.D. #7 (Nelson)	Administration Officers	1	6.29	rejected
264	S.D. #63 (Saanich)	Executive Group A	1	1.79	approved
265	S.D. #63 (Saanich)	Executive Group B	1	4.60	approved
266	S.D. #7 (Nelson)	Administrative Officers	1	3.42	approved
267	Calling Foundation-Blenheim Lodge	Excluded Staff	1	5.09	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
268	S.D. #35 (Langley)	Administrators	1	6.16	rejected
269	S.D. #32 (Hope)	Administrative Officers	1	4.89	approved
270	City of Victoria	International Union of Operating Engineers	1	4.44	approved
271	S.D. #29 (Lillooet)	Administrators Assocication	1	4.91	approved
272	S.D. #85 (Vancouver Is. North)	Excluded	1	4.68	approved
273	S.D. #17 (Princeton)	Confidential Secretary	1	4.55	approved
274	S.D. #17 (Princeton)	Administrative Officers	1	4.75	approved
275	S.D. #17 (Princeton)	Superintendent	1	3.09	approved
276	S.D. #17 (Princeton)	Secretary Treasurer	1	4.59	approved
277	S.D. #52 (Prince Rupert)	Execluded Secretarial	1	4.87	approved
278	S.D. #52 (Prince Rupert)	Senior Management	1	1.44	approved
280	Dist. Logan Lake	Exempt Staff	1	2.27	approved
281	Centennial Park Lodge, A Div. of Edka Invesco Inc.	Management and Operation	1	4.66	approved
282	Edith Cavell Hospital	Management Staff	1	3.95	approved
283	Univ. of Victoria	Administrative & Academic Professional	1	4.69	approved
284	Univ. of Victoria	Sessional Lecturers	1	4.64	approved
285	Glacier View Lodge Society	Administrator	1	3.20	approved
286	Glacier View Lodge Society	Management	1	4.00	approved
287	S.D. #26 (North Thompson)	Excluded Staff	1	4.82	approved
288	Pleasant Meadows Lodge (1987) Ltd.	Lodge Staff	1	4.80	approved
289	Granisle Public Library Assoc.	Granisle Public Library	1	4.71	approved
290	Halycon Community Home Soc.	Administrative/Clerical	1	4.85	approved
291	Dewdney Alouette Regional Dist.	Districts' Employees	1	4.66	approved
292	Sutherland Hills Rest Home Ltd.	Administration	1	6.79	rejected
293	Sutherland Hills Rest Home Ltd.	Dietary, Housekeeping & Maintenance	1	2.29	approved
294	Sutherland Hills Rest Home Ltd.	Care Aides	1	2.15	approved
295	Bethany Home (1990) Ltd.	Home Staff	1	7.23	rejected
296	Sutherland Hills Rest Home Ltd.	Registered Nurses	1	10.51	rejected

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
297	Sparwood General Hospital	Administration	1	6.70	rejected
298	Mount St. Francis Hospital	Management	1	7.23	rejected
299	Bonnymuir Lodge Ltd.	Maintenance	1	3.88	approved
300	S.D. #66 (Lake Cowichan)	IWA Local 1-80	1	7.38	rejected
			2	6.83	rejected
301	S.D. #10 (Arrow Lakes)	Administrative Officers	1	5.90	rejected
302	S.D. #81 (Fort Nelson)	Administrative Officers	1	4.60	approved
303	City of Greenwood	Officer Staff	1	4.77	approved
304	S.D. #81 (Fort Nelson)	Administrative Employee	1	4.60	approved
305	S.D. #81 (Fort Nelson)	Non-Union/Support Staff	1	4.80	approved
306	Dawson Creek Library	CUPE Local 2403	1	15.37	rejected
			2	13.51	rejected
307	Pouce Coupe Comm. Hospital	Administrative Employee	1	8.78	rejected
308	S.D. #18 (Golden)	Secretary Treasurer	1	4.60	approved
309	S.D. #29 (Lillooet)	Management	1	4.90	approved
310	S.D. #81 (Fort Nelson)	Management	1	3.29	approved
311	S.D. #42 (Maple Ridge)	Administrative Officers	1	6.51	rejected
312	Village of Salmo	Salmo Workers Assoc.	1	15.04	rejected
			2	0.00	rejected
313	Reg. Dist. of Kitimat	Management	1	10.27	rejected
314	Black Mountain Irrigation	Office Clerks	1	12.75	rejected
315	Black Mountain Irrigation	Maintenance	1	5.35	rejected
316	Black Mountain Irrigation	Administrative Officers	1	5.20	rejected
317	North Island College	Excluded Administrators	1	7.10	rejected
318	North Island College	Confidential Secretary	1	7.33	rejected
319	Reg. Dist. Kitimat-Stikine	Administrative Employee	1	4.66	approved
320	Fraser Valley Reg. Library	Management	1	3.09	approved
321	Insurance Corp. of B.C.	Management	1	4.30	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
322	S.D. #32 (Hope)	Executive	1	2.50	approved
323	(Resubmission - Ruling #14/91) S.D. #4 (Windermere)	Administrative Personnel	1	4.80	approved
324	(Resubmission - Ruling # 11/91 Zion Park Manor)	Administrator	1	16.16	approved
			2	4.76	approved
325	S.D. #52 (Prince Rupert)	Principals & Vice-Principals	1	4.84	approved
326	(Resubmission- Letter Dec.#215) Trinity Center Care Society	Other Management & Non-Union	1	4.79	approved
327	Northern Lights College	V.P., Principals, Middle Management and Excluded Staff	1	4.87	approved
328	Salvation Army Harbour Light	All Employees	1	8.13	approved
329	S.D. #62 (Sooke)	Administrative Officers	1	4.11	approved
330	Reg. Dist. Kitimat-Stikine	Staff	1	4.92	approved
331	University of Victoria	Faculty	1	4.54	approved
332	Salvation Army Harbour Light	Administration	1	5.18	approved
333	University Hospital	Admin. and Patient Services	1	3.77	approved
334	University Hospital	Part-time and Casual	1	3.74	approved
335	University Hospital	Administration Management	1	3.61	approved
336	S.D. #17 (Princeton)	Teachers' Association	1	7.13	rejected
			2	7.76	rejected
337	East Kootenay Comm. College	Faculty Association	1	14.29	rejected
			2	7.07	rejected
			3	3.12	rejected
338	S.D. #81 (Fort Nelson) (Resubmission L.D.#39/91)	BCGEU Local 710	1	16.00	rejected
339	Cowichan Valley Regional Dist.	IATSE Local 118	1	8.90	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
340	S.D. #64 (Gulf Islands)	Administrative Officers	1	revoking L.D. #58/91	
341	Bonnymuir Lodge Ltd.	Nurses Aides	1	3.77	approved
342	Bonnymuir Lodge Ltd.	Administration	1	4.00	approved
343	Bonnymuir Lodge Ltd.	Dietary	1	3.48	approved
344	Bonnymuir Lodge Ltd.	Housekeeping and Laundry	1	3.70	approved
345	MSA Halfway House Society	All Staff	1	4.90	approved
346	S.D. #62 (Sooke)	Excluded Officers	1	4.15	approved
347	Science Council of B.C.	Managers	1	3.50	approved
348	Three Links Care Centre	Administration	1	4.15	approved
349	Westbank Irrigation District	Secretary-Manager	1	4.08	approved
350	Salvation Army Sunset Lodge	Management	1	4.20	approved
351	Pacific Health Care Society	Management & Department Heads	1	4.53	approved
352	Pacific Health Care Society	Support Personnel	1	4.34	approved
353	Science Council of B.C.	Support	1	3.21	approved
354	Science Council of B.C.	Professional	1	2.10	approved
355	Hart House Inc.	Care Aid	1	4.94	approved
356	Hart House Inc.	Dietary	1	5.15	approved
357	B.C. Petroleum Corp.	Office Staff	1	3.86	approved
358	B.C. Petroleum Corp.	Management	1	3.98	approved
359	Sutherland Hills Rest Home Ltd.	Administrtation	1	3.52	approved
360	Sutherland Hills Rest Home Ltd.	Registered Nurses	1	4.69	approved
361	S.D. #10 (Arrow Lakes)	Superintendent of Schools	1	2.80	approved
362	Parkdale Place Housing Society	Management (Non Contract)	1	4.62	approved
363	Bethany Home (1990) Ltd.	Home Employee Group	1	4.62	approved
364	Corp. Dist. of Surrey	Junior and Intermediate Management	1	5.34	approved
365	Reg. Dist. of Kootenay Boundary	Exempt	1	5.63	approved
366	S.D. #18 (Golden)	Exempt	1	4.67	approved
367	S.D. #18 (Golden)	Administrtative Officers	1	4.50	approved
368	S.D. #47 (Powell River)	Misc. Non-Union	1	4.44	approved

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Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
369	S.D. #88 (Terrace)	Administrtation Officers	1	4.89	approved
370	S.D. #88 (Terrace)	Excluded	1	1.51	approved
371	Corp. Village of McBride	Administrtation	1	3.92	approved
			2	5.00	approved
372	B.C. Rehabilitation Society (George Pearson Ctr. and G.F. Strong Centre)	Combined Non-Contract	1	4.72	approved
373	Corp. Village of Salmo	Salmo Workers' Association	1	15.04	approved
			2	0.00	approved
374	Open Learning Agency	Tutor	1	4.93	approved
375	St. Paul's Hospital	Administrative and Information Systems	1	4.12	approved
376	Inglewood Private Hospital Ltd.	Exempt Office & Management	1	4.11	approved
377	Adventist Health Care Home Society	Non Professional Staff	1	3.94	approved
378	Eden Intermediate Care Centre	Facility Management	1	3.94	approved
379	Mennonite Intermediate Care Home	Management	1	4.50	approved
380	S.D. #11 (Trail)	Administration & Exempt	1	6.63	rejected
381	Keremeos Diagnos. & Treatment Centre	Staff	1	4.62	approved
382	Domaine Holdings	Staff	1	3.68	approved
383	Still Waters Private Hospital	Long Term Care Employees Association and Professional Nursing Association	1	6.65	approved
			2	3.00	approved
			3	wage reopener	approved
384	Chase and District Health Society	Administrator	1	18.61	approved
385	Arbutus Society for Children	Clerical Support	1	7.65	rejected
386	Arbutus Society for Children	Administrtation and Program Leaders	1	6.69	rejected
387	B.C. Cancer Agency	Managerial/Administrtative/Secretarial	1	3.58	approved
388	Broadway Pentecostal Care Assoc.	Other	1	4.01	approved
389	Broadway Pentecostal Care Assoc.	Administrtation	1	3.92	approved
390	Broadway Pentecostal Care Assoc.	Nursing	1	4.64	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
391	Domaine Holdings Ltd.	Management	1	4.68	approved
392	Kelowna Com. Devel. Society	Human Service Worker-Night Employees	1	8.52	approved
393	Kelowna Com. Devel. Society	Human Service Worker-Part Time /Casual Employees	1	5.66	approved
394	Kelowna Com. Devel. Society	Human Service Worker Employees	1	4.36	approved
395	Dist. of Kitimat	Municipal Manager	1	7.80	approved
396	Dist. of Central Saanich	Administration	1	5.16	rejected
397	South Peace Community Resources	Casual Relief	1	40.53	approved
398	South Peace Community Resources	Permanent Full/Part Time	1	4.24	approved
399	South Peace Community Resources	Management	1	4.46	approved
400	Calling Foundation-Blenheim Lodge	Exempt	1	4.79	approved
401	Burquitlam Lions Care Centre	Management	1	3.99	approved
402	Burquitlam Lions Care Centre	Nurses	1	3.98	approved
403	Burquitlam Lions Care Centre	Support Staff	1	3.92	approved
404	Burquitlam Lions Care Centre	Dietitian/QA Coordinator	1	2.76	approved
405	Stewart Community Health Care	Lab/X-Ray	1	4.55	approved
406	Adventist Health Care Home Soc.	Professional	1	3.90	approved
407	Mt. St. Francis Hospital	Management	1	4.80	approved
408	Golden Ears Intermediate Care	Other Management	1	4.67	approved
409	S.D. #54 (Bulkey Valley)	Special Contract (Sub-Group of Management) and Excluded	1	2.99	approved
410	S.D. #35 (Langley)	Administrtators	1	4.86	approved
411	Evergreen Baptist Care Society	Nurses	1	4.90	approved
412	Central Okanagan Health Care	Non-Contract Confidential	1	4.15	approved
413	Central Okanagan Health Care	Management	1	4.46	approved
414	Adventist Health Care Home Soc.	Administrtators, Director of Care, Department Heads	1	3.87	approved
415	Adventist Health Care Home Soc.	Support Staff	1	3.80	approved
416	Westbank Irrigation District	District	1	4.83	approved

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Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
417	Board of Registration of Social Workers of B.C.	Registrar	1	4.80	approved
418	Board of Registration of Social Workers of B.C.	Office Manager	1	3.71	approved
419	S.D. #46 (Sunshine Coast)	Administrators	1	4.82	approved
420	S.D. #46 (Sunshine Coast)	Executive	1	2.59	approved
421	S.D. #45 (West Vancouver)	Excluded	1	4.88	approved
422	Corp. Village of McBride	Support Staff	1	3.90	approved
			2	4.83	approved
423	Corp. Village of McBride	Outside Staff	1	3.90	approved
			2	4.82	approved
424	Prima Enterprises Ltd.- Prima Assessment Centre	Manager/Child Care Workers	1	2.92	approved
425	Prima Enterprises Ltd.- MacKenzie Group Home	Manager/Child Care Workers	1	2.92	approved
426	Arthritis Society-B.C. & Yukon Div.	Non-Contract/Support Administrtation	1	3.32	approved
427	Twin Cedars Rest Home Ltd.	All Employees	1	5.67	approved
428	S.D. #88 (Terrace)	Excluded Staff	1	4.87	approved
429	City of Victoria Police Board	Secretary - Police Exempt	1	4.96	approved
430	Dist. of Squamish	Exempt	1	4.82	approved
431	Corp. District of Oak Bay	Management	1	4.05	approved
432	Orion Intermediate Care Home	Management/Professional/Support Staff	1	4.71	approved
433	Corp. District of Oak Bay	Management/Fire	1	5.48	approved
	Corp. District of Oak Bay	Management/Fire	2	2.47	approved
434	City of Victoria	Police Exempt-Manager Data Processing	1	4.97	approved
435	Pine Acres Home	Long Term Care	1	4.00	approved
436	Pine Acres Home	Management/Dietician/Nurses	2	4.00	approved

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Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
437	Peace Arch Community Services Stayte House/Winter House/ Family Enhancement Centre/ Children's Treatment Centre	All Employees	1	4.57	approved
438	S.D. #50 (Queen Charlotte)	Administrative	1	4.72	approved
439	S.D. #50 (Queen Charlotte)	Non-Union	1	4.74	approved
440	S.D. #50 (Queen Charlotte)	Executive Officers Sub Employee	1	4.90	approved
441	S.D. #60 (Peace River North)	Non-Teaching/Non-Union	1	3.75	approved
			2	4.42	approved
442	Vancouver Community College	Continuing Education Programmers	1	4.50	approved
443	Vancouver Community College	Other Administrtation & Exempt	1	4.60	approved
444	S.D. #35 (Langley)	Excluded Management	1	6.17	rejected
445	Sunshine Inn Ltd.	Management	1	4.32	approved
446	Dawson Creek Soc. for Com. Living	Executive Director and Program Managers	1	26.25	rejected
447	B.C.'s Children's Hospital	Lab Scientists	1	3.28	approved
448	Rutland Waterworks District	Teamsters Local Union No.213 (TLU)	1	4.81	approved
			2	4.69	approved
449	City of Quesnel	Non-Union	1	3.45	approved
450	Canada Way Care Centre	Exempt Staff	1	4.53	approved
451	St. Jude's Anglican Home	Management	1	6.96	approved
			2	2.47	approved
452	Surrey Com. Resource Society Crossroads,Lee House, Midway Group Homes	All Employees	1	4.99	approved
453	Surrey Com. Resource Society Growing Together Daycare	All Employees	1	4.99	approved
454	Dist. of Central Saanich	Municipal Non-Union	1	4.88	approved
455	B.C. Buildings Corporation	Exempt Staff	1	4.80	approved

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Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
456	Kiro Manager	Non-Union Exempt Staff	1	4.12	approved
457	S.D. #10 (Arrow Lakes)	Secretary Treasurer	1	4.29	approved
458	Village of Chase	Clerk Treasurer	1	4.80	approved
459	Village of Chase	Inside/Outside	1	4.35	approved
460	S.D. #35 (Langley)	Excluded Management	1	6.17	approved
461	Westshore Laylum	Clerical, Dietary, Housekeeping, Janitor Care Staff	1	4.15	approved
462	Westshore Laylum	Administration	1	4.15	approved
463	Westshore Laylum	Professional Staff	1	4.09	approved
464	Sunny Hill Hospital for Children	Clerical Support	1	4.54	approved
465	Sunny Hill Hospital for Children	Salaried Professionals	1	4.52	approved
466	Sunny Hill Hospital for Children	Directors	1	4.53	approved
467	Kiwanis Seniors Housing Society of West Vancouver	Excluded and Confidential	1	4.43	approved
468	Corp. Dist. of Oak Bay	Management-Police	1	3.45	approved
469	Dist. of Central Saanich	Management-Police	1	4.92	approved
470	S.D. #72 (Campbell River)	Teachers' Association	1	6.94	approved
	S.D. #72 (Campbell River)	Teachers' Association	1	7.41	approved
471	Kindale Developmental Assoc.	Unionized/Vocational/Residential	1	6.29	approved
472	Kindale Developmental Assoc.	Union Exemptions	2	7.23	approved
473	Chetwynd General Hospital	Administrtation	1	5.20	approved
474	Little Mountain Residential Care & Housing Society	Management	1	5.88	approved
475	S.D. #60 (Peace River North)	Teachers' Association	1	6.92	approved
			2	7.17	approved
476	S.D. #3 (Kimberley)	Teachers' Association	1	6.99	approved
477	S.D. #46 (Sunshine Coast)	Excluded Staff	1	4.61	approved
478	Buchanan Memorial Sunset Lodge	Management, Registered Nurses and Staff	1	7.00	approved

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Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
479	Dawson Creek Society for Community Living	BCGEU Local 200	1	19.24	approved
480	Mary Bennett Home	Hospital Employees Union	1	10.44	approved
			2	14.03	approved
481	S.D. #19 (Revelstoke)	Excluded Support	1	4.58	approved
482	S.D. #19 (Revelstoke)	Excluded Professional	1	5.21	approved
483	Kwantlen College	Administrtative Officers	1	4.54	approved
484	University of British Columbia	Farm Workers	1	3.89	approved
485	S.D. #2 (Cranbrook)	Excluded Staff	1	7.07	approved
486	100 Mile District Hosp. Society	Administrtation	1	6.23	approved
487	Port Alice Hospital	Senior Manager	1	3.40	approved
488	AIHMI Prince George Assoc. for Comm. Living	Administrtation and Supervisors	1	6.60	approved
489	Kevin Lodge Resthome	All Staff	1	4.51	approved
490	Murrayville Manor Ltd.	Director of Nursing and Staff	1	3.44	approved
491	Village of Port Clements	Administration/Management	1	12.52	approved
492	Peace Arch Community Services	Pacs Daycare Centre	1	9.16	approved
			2	5.08	approved
493	Cariboo Regional District	Administrator	1	5.38	approved
494	Cariboo Regional District	Administration/Managers	1	5.81	approved
495	Cariboo Regional District	Mid Managers	1	5.65	approved
496	S.D. #81 (Fort Nelson)	Teachers' Association	1	6.70	approved
497	S.D. #63 (Saanich)	Administrtative Officers	1	9.72	approved
498	Tilbury Regional Hospital Laundry	Salaried Management	1	5.20	approved
499	Regional District of Mt. Waddington	Holberg Health	1	4.92	approved
500	Prima Enterprises Ltd.	Fleet Street Group Home Managers	1	11.80	approved
501	Prima Enterprises Ltd. Plymouth Drive Group Home	Manager	1	7.60	approved
502	Prima Enterprises Ltd.				

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
	West 23rd Street Group Home	Manager	1	7.10	approved
503	Prima Enterprises Ltd.				
	Solar Court Group Home	Manager	1	15.10	approved
504	Prima Enterprises Ltd.				
	Glengarry Group Home	Manager and Residential Care Workers	1	10.30	approved
505	Prima Enterprises Ltd.				
	Brier Avenue Group Home	Manager and Residential Care Workers	1	9.90	approved
506	Prima Enterprises Ltd.				
	Solar Court Group Home	Manager and Child Care Workers	1	8.25	approved
507	Prima Enterprises Ltd.				
	Quesnel Receiving	Manager and Child Care Workers	1	17.59	approved
508	New Horizons Professional Support Services Inc.-Richmond St. Facility	Manager and Residential Care Workers	1	6.90	approved
509	Interior Behaviourial Services Inc. Sandalwood Group/Crisis/Respite Home	Manager and Residential Care Workers	1	9.00	approved
510	Interior Behaviourial Services Inc.	Manager and Crisis Care Workers	1	20.00	approved
511	Matsqui-Abbotsford Recreation	Recreation Management	1	1.84	approved
512	Abbotsford-Matsqui Jt. Fire Commission	Fire Middle Management	1	1.85	approved
513	Abbotsford-Matsqui Jt. Fire Commission	Fire Middle Management	1	1.89	approved
514	Matsqui-Abbotsford Recreation	Recreation Middle Management	1	1.85	approved
515	Village of Chase	Inside/Outside Employees	1	.17	approved
516	Village of Chase	Clerk Treasurer	1	.98	approved
517	M.M.P. Holdings Ltd./Braemaire Park Care Home	International Union of Operating Engineers Local 882	1	21.98	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
518	Vancouver Island Reg. Library	BCGEU-Professional Librarians	1	6.47	approved
			2	6.47	approved
519	S.D. #22 (Vernon)	Director of Instruction	1	2.25	approved
520	S.D. #22 (Vernon)	Administrtative Officers	1	4.62	approved
521	S.D. #22 (Vernon)	Operating Supervisors	1	4.30	approved
522	S.D. #3 (Kimberley)	Secretary Treasurer	1	6.63	approved
523	S.D. #3 (Kimberley)	Excluded Staff	1	6.57	approved
524	S.D. #3 (Kimberley)	Education Paraprofessionals	1	6.72	approved
525	S.D. #3 (Kimberley)	Administrtative Officers	1	6.89	approved
526	Dist. of Squamish	CUPE Local 2269-Inside/Outside Workers	1	5.98	approved
			2	5.24	approved
			3	4.54	approved
527	Kwantlen College	Faculty Assoc.-Faculty Staff	1	8.26	approved
			2	8.95	approved
528	Dist. of Central Saanich	Municipal Non-Union	1	1.12	approved
529	Dist. of Central Saanich	Management	1	1.02	approved
530	Justice Institute of B.C.	Prog. Director, Dep. Director Managers, Coordinators and Instructors	1	6.83	approved
531	Justice Institute of B.C.	Senior Manager	1	1.93	approved
532	S.D. #18 (Golden)	Exempt Staff	1	1.90	approved
533	Dania Home Society	Management	1	3.94	approved
534	S.D. #18 (Golden)	Secretary Treasurer	1	2.23	approved
535	S.D. #4 (Windermere)	Administrtative Personnel	1	1.75	approved
536	S.D. #15 (Penticton)	Administrtative Officers	1	1.91	approved
537	Columbia View Lodge	Management Staff	1	3.83	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
538	S.D. #76 (Agassiz-Harrison)	Secretary Treasurer/Superintendent/ Administrative Assistant	1	5.92	approved
539	Peace Arch District Hospital	Management/Non Contract	1	4.20	approved
540	Village of Salmo	Clerk Treasurer	1	4.75	approved
541	Rutland Waterworks Dist.	General Manager	1	4.57	approved
542	Dist. of Kitimat	Municipal Manager	1	2.46	approved
543	S.D. #76 (Agassiz-Harrison)	Administrtative Officers	1	6.70	approved
544	Okanagan Regional Library District.	Management	1	2.74	approved
545	Town of Golden	CUPE Local 2309	1	5.87	approved
			2	6.31	approved
			3	6.07	approved
546	Extendicare Health Services Inc. Pine Grove Lodge	Management Supervisory	1	2.91	approved
547	Extendicare Health Services Inc. Pine Grove Lodge	Office Staff	1	2.84	approved
548	Extendicare Health Services Inc. Pine Grove Lodge	Registered Nurses	1	4.11	approved
549	Three Links Manor	Office Staff	1	2.78	approved
550	Three Links Manor	Management and Supervisory	1	2.47	approved
551	Kiwanis Villa	Management and Supervisory	1	1.95	approved
552	Kiwanis Villa	Management and Supervisory	1	1.98	approved
553	British Columbia Transplant Society	Administrtative	1	4.67	approved
554	British Columbia Transplant Society	Patient Services	1	3.63	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
555	British Columbia Transplant Society	Finance and Info Systems	1	4.67	approved
556	S.D. #40 (New Westminister)	New Westmnister Assoc. of Community Educators			
		Group A Com. Educators	1	40.95	approved
557	S.D. #40 (New Westminister)	New Westmnister Assoc. of Community Educators			
		Group B Comm. Educators	1	21.88	approved
558	North Shore Private Hospital (1985) Ltd.	Administration	1	4.63	approved
559	S.D. #59 (Peace River South)	United Brotherhood of Carpenters and	1	3.50	approved
		Joiners of America Local 1237-Tradesmen	2	2.90	approved
560	S.D. #59 (Peace River South)	Crossing Guards/Para Educators/	1	3.50	approved
		Exempt	1	3.20	approved
561	Greater Victoria Hospital Society.	Exempt Management	1	2.39	approved
562	Kensington Private Hospital	Facility Management	1	3.48	approved
563	Castleview Care Centre	Facility Management	1	5.59	approved
564	Eden Intermediate Care Centre	Facility Management	1	2.64	approved
565	Capital Regional District	Exempt	1	4.29	approved
566	Corp. Dist. of North Cowichan	Management	1	6.93	approved
			2	6.91	approved
567	Corp. Dist. of North Cowichan	Staff	1	6.67	approved
			2	6.73	approved
568	Corp. Dist. of North Cowichan	CUPE Local 358-Union	1	6.74	approved
			2	6.77	approved
569	S.D. #15 (Penticton)	Excluded Staff	1	1.93	approved
570	Town of Golden	Management	1	3.28	approved
571	B.C. Cancer Agency	Scientific	1	3.59	approved

LETTER DECISIONS 1991

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
572	S.D. #29 (Lillooet)	Administrtative Officers	1	.97	approved
573	S.D. #29 (Lillooet)	Management Staff	1	.97	approved
574	S.D. #29 (Lillooet)	Administrtative Officers	1	4.45	approved
575	Surrey Memorial Hospital	Middle Management	1	5.04	approved
576	Menno Hospital	Management/Non-Contract	1	3.65	approved
577	S.D. #29 (Lillooet)	Uncertified Substitute Teachers	1	13.78	approved
578	Corp. Dist. of Oak Bay	Management General	1	.29	approved
579	Cowichan Valley Regional District	Office and Technical	1	3.38	approved
580	Cowichan Valley Regional District	Management	1	4.14	approved
581	Corp. City of Duncan	CUPE Local 358	1	6.82	approved
582	Corp. City of Duncan	Management	1	6.91	approved
583	Beacon Hill Lodges Inc.-James Bay Lodge	Management	1	4.74	approved
584	Beacon Hill Lodges Inc.-James Bay Lodge	Management Staff	1	3.76	approved

TABLE 10.5

LETTER DECISIONS 1992

Letter Dec. No.	Employer	Employee Group	Requested Guideline Year	Compensation Increase %	Decision
1	S.D. #14 (Southern Okanagan)	S. O. Administrators Assoc. - Admin. Officers	1	7.27	approved
2	Simon Fraser University	CUPE Local 3338-Scientific Technicians	1	4.98	approved
3	Simon Fraser University	Student and Sessional Advisors	1	5.90	approved
4	S.D. #1 (Fernie)	Administrative Officers	1	6.84	approved
			2	7.19	approved
5	Corp. City of Grand Forks	CUPE Local 2254-Union	1	5.49	approved
6	S.D. #14 (Southern Okanagan)	Non-Certified Substitutes	1	7.06	approved
			2	7.10	approved
7	S.D. #44 (North Vancouver)	Continuing Education Department Vocational Instructors	1	4.47	approved
8	Dist. of Inveremere	Clerk Administrator	1	5.16	approved
9	Vancouver Island Regional	Senior Administrator	1	5.85	approved
10	Cowichan Valley Regional Library	Office and Technical	1	6.84	approved
11	Cowichan Valley Regional Library	Management	1	6.87	approved
12	Saint Mary's Hospital	Non Contract	1	3.69	approved
13	S.D. #68 (Nanaimo)	Contract Employees	1	6.24	approved
14	S.D. #32 (Hope)	Secretary Treasurer	1	2.50	approved
15	S.D. #41 (Burnaby)	Summer School Instructors	1	9.97	approved
16	Trail Regional Hospital	Directors & Support Staff	1	4.21	approved
17	Trail Regional Hospital	Administration	1	5.03	approved
18	Lady Minto Gulf Islands Hospital	Administration	1	10.17	approved

LETTER DECISIONS 1992

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
19	Lakeview Irrigation District	All Employees	1	5.62	approved
20	Cowichan Valley Regional District	IATSE Local 118	1	6.75	approved
21	Cowichan Valley Regional District	CUPE Local 358-Kerry Park Recreation Ctr.	1	6.40	approved
			2	6.81	approved
22	Cowichan Valley Regional District	CUPE Local 724 Administration	1	6.80	approved
			2	6.79	approved
23	District of Taylor	Senior Staff	1	3.87	approved
24	District of Taylor	Administration & Public Works Staff	1	6.93	approved
25	False Creek Residence Society	Nurses	1	3.83	approved
26	False Creek Residence Society	Management	1	3.94	approved
27	S.D. #85 (Vancouver)	Secretary Treasurer	1	4.68	approved
28	S.D. #85 (Vancouver)	Managers/Excluded Staff	1	5.58	approved
29	S.D. #68 (Nanaimo)	Nanaimo School Administrators Association	1	5.40	approved
30	Dist. of North Saanich	Excluded Staff	1	4.83	approved
31	Royal Inland Hospital	Managers	1	3.76	approved
32	Royal Inland Hospital	Exempt	1	3.82	approved
33	Societe Du Foyer Maillard	Support Staff	1	2.92	approved
34	Trinity Centre Care Society	Exempt	1	2.06	approved
35	Ponderosa Lodge	Management/Administrtation	1	3.57	approved
36	Kamloops Society for Alcohol and Drug Programs	Residential De-tox Staff	1	3.95	approved
37	Thompson-Nicola Regional District	Management	1	7.08	approved
38	Fraser Valley College	Administrative Assistants	1	4.14	approved
39	West Vancouver Memorial Library	WVMEA Library Staff	1	3.96	approved
40	S.D. #38 (Richmond)	Administration Officers	1	6.53	approved
			2	6.53	approved
41	Societe Du Foyer Maillard	Other Administration	1	2.32	approved
42	S.D. #38 (Richmond)	Excluded Staff	1	2.04	approved
			2	7.12	approved

LETTER DECISIONS 1992

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
43	Penticton Public Library	Degree Staff	1	5.58	approved
44	Penticton Public Library	Support Staff	1	4.96	approved
45	S.D. #63 (Saanich)	Executive Group B	1	2.38	approved
46	Cowichan Valley Regional District	IWA Canada Inc. Local 1-80-Inside/	1	2.08	approved
		Outside Workers	2	6.60	approved
47	Cowichan Valley Regional District	IWA Canada Inc. Local 1-80-	1	2.57	approved
		Cowichan Lake Sports Arena	2	6.66	approved
48	Town of View Royal	Officer	1	4.89	approved
49	S.D. #68 (Nanaimo)	Administrative Services	1	10.55	approved
50	S.D. #63 (Saanich)	Administrative Officers	1	9.72	approved
51	Icelandic Care Home Hofn Society	Supervisors	1	4.36	approved
52	Icelandic Care Home Hofn Society	Office Empoyees	1	2.10	approved
53	Town of View Royal	Department Heads	1	4.88	approved
54	Town of View Royal	Staff	1	4.91	approved
55	Fort Nelson Liard Regional District	Supervisors	1	4.49	approved
56	S.D. #21 (Armstrong-Spallumcheen)	Administrative Officers	1	5.63	approved
57	Corp. District of Matsqui	Teamsters Local No. 31-General Truck Drivers	1	6.04	approved
58	Villa Vista Lodge Inc.	Management	1	6.04	approved
59	S.D. #21 (Armstrong-Spallumcheen)	Exempt	1	11.49	approved
60	Sisters of Providence of St. Vincent	Exempt	1	8.89	approved
	De Paul Holy Family Hospital		2	3.19	approved
61	Corp. District of Saanich	Exempt	1	5.98	approved
62	S.D. #9 (Castlegar)	Noon Hour Supervisor	1	7.20	approved
63	S.D. #32 (Merritt)	Nicola Valley Education Administrators' Assoc.	1	3.78	approved
64	S.D. #32 (Merritt)	Executive Officers	1	3.70	approved
65	Reg. Dist. of Fraser Fort George	Management	1	6.30	approved
66	S.D. #92 (Nisga'a)	Non Instructional	1	18.24	approved
			2	7.56	approved

LETTER DECISIONS 1992

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
67	North Island College	CUPE Local 3479-Administrative Support	1	7.02	approved
68	S.D. #80 (Kitimat)	Exempt	1	1.74	approved
			2	3.71	approved
69	S.D. #65 (Cowichan)	Teachers' Association	1	3.70	approved
70	S.D. #21 (Armstrong-Spallumcheen)	Non-Teaching	1	15.87	approved
			2	2.85	approved
			3	2.88	approved
71	S.D. #9 (Castlegar)	CUPE Local 1298	1	8.61	approved
			2	7.61	approved
			3	7.82	approved
72	Dawson Creek & District Hospital	Non Contract	1	7.28	approved
73	B.C. Hydro	Office and Technical	1	6.11	approved
			2	4.98	approved
74	Kiwanis Care Home	Management	1	3.97	approved
75	B.C. Hydro	Non Office Trades	1	6.01	approved
			2	4.92	approved
76	Pemberton Valley Dyking District	Support Staff	1	6.71	approved
77	Douglas College	Administrative	1	2.20	approved
78	Corp. City of Port Coquitlam	CUPE Local 498	1	5.43	approved
			2	5.29	approved
			3	4.98	approved
79	S.D. #15 (Penticton)	CUPE Local 523	1	16.16	approved
			2	2.88	approved
			3	2.93	approved
80	S.D. #46 (Sunshine Coast)	CUPE Local 801	1	6.80	approved
81	S.D. #77 (Summerland)	CUPE Local 523	1	16.10	approved
			2	2.84	approved

LETTER DECISIONS 1992

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
			3	2.91	approved
82	Dist. of Metchosin	Building Inspector	1	4.89	approved
83	Dist. of Metchosin	Fire Information Maintenance	1	4.78	approved
84	Dist. of Metchosin	Administration Officers	1	4.90	approved
85	Dist. of Metchosin	Administration	1	4.88	approved
86	Village of Valemount	Permanent Part Time	1	5.30	approved
87	St. Mary's Hospital	Non Contract	1	3.67	approved
88	Camosun College	Academic Instructors	1	6.86	approved
89	Corp. District of Surrey	CUPE Local 402	1	5.38	approved
			2	5.12	approved
			3	5.00	approved
90	Village of Valemount	Permanent Full Time	1	5.13	approved
91	Village of Valemount	Administrator	1	5.27	approved
92	S.D. #7 (Nelson)	CUPE Local 748	1	7.44	approved
			2	7.30	approved
			3	7.28	approved
93	St. Vincent's Health Centre Society	Exempt	1	3.69	approved
94	Dist. of Chetwynd	CUPE Local 3052	1	6.31	approved
			2	4.44	approved
95	City of Colwood	Administration Fire Department	1	1.13	approved
96	City of Kamloops	Exempt	1	3.52	approved
97	Nanaimo Travellers Lodge	Non Contract Management	1	5.33	approved
98	B.C. Institute of Technology	B.C.G.E.U.	1	5.81	approved
			2	3.96	approved
99	S.D. #13 (Kettle Valley)	CUPE Local 523	1	15.87	approved
			2	2.85	approved
			3	2.87	approved
100	S.D. #87 (Stikine)	CUPE Local 3234	1	11.92	approved
			2	10.79	approved

LETTER DECISIONS 1992

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
101	Creston Valley Hospital	Management	3	6.82	approved
102	Creston Valley Hospital	Chief Executive Officer	1	4.01	approved
103	Vancouver Island Reg. Library	CUPE Local 401	1	4.01	approved
			1	6.84	approved
104	S.D. #62 (Sooke)	Administrative Officers	2	6.33	approved
105	S.D. #12 (Grand Forks)	Principals	1	2.87	approved
106	S.D. #12 (Grand Forks)	Clerical/Childcare/Supervisor Operations	1	3.05	approved
			1	8.44	approved
			2	7.88	approved
107	S.D. #12 (Grand Forks)	Supervisor/Secretary Treasurer	3	8.17	approved
108	S.D. #11 (Trail)	Principals and Vice-Principals Assoc. and Administrative Officers	1	8.25	approved
109	District of Chetwynd	Excluded Staff	1	7.72	approved
110	City of Nanaimo	Selected Managers Merit Plan	1	5.87	approved
111	Williams Lake Assoc. Comm. Living	BCGEU Local 406	1	1.06	approved
			1	25.68	approved
			2	4.22	approved
112	District of Matsqui	Middle Management	3	4.00	approved
113	District of Matsqui	Management	1	2.77	approved
114	S.D. #89 (Shuswap)	CUPE Local 523	1	.99	approved
			1	17.18	approved
			2	2.90	approved
115	S.D. #88 (Terrace)	Excluded	3	2.87	approved
116	S.D. #88 (Terrace)	Administrative Officers	1	.47	approved
117	City of Colwood	Staff	1	.47	approved
118	Lillooet Intercare Society	Administration	1	1.05	approved
119	Lillooet Intercare Society	Excluded Staff	1	4.35	approved
120	Reg. Dist. of Okanagan-Similkameen	Princeton Area	1	4.47	approved
			1	4.84	approved

LETTER DECISIONS 1992

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
121	District of Surrey	Junior and Intermediate Management	1	4.78	approved
			2	4.37	approved
122	Houston Health Centre	Administrator	1	9.72	approved
			2	4.45	approved
123	West Vancouver Police Board	WVMEA Civilians	1	4.81	approved
124	S.D. #14 (Southern Okanagan)	CUPE Local 523	1	16.12	approved
			2	2.89	approved
			3	2.90	approved
125	Reg. Dist of Fraser-Fort George	Management	1	5.97	approved
126	S.D. #12 (Grand Forks)	CUPE Local 2098	1	7.98	approved
			2	7.39	approved
			3	7.08	approved
127	S.D. #10 (Arrow Lakes)	CUPE Local 2450	1	8.79	approved
			2	7.15	approved
			3	7.23	approved
128	S.D. #12 (Chilliwack)	CUPE Local 411	1	13.16	approved
129	Capilano College	Capilano College Faculty Association	1	1.43	approved
			2	4.88	approved
130	Lower Fraser Valley Cerebral Palsy Association	Preschool Lookout	1	2.77	approved
131	Lower Fraser Valley Cerebral Palsy Association	Executive Director	1	4.75	approved
132	Lower Fraser Valley Cerebral Palsy Association	Administration/Support Staff	1	3.46	approved
133	Prince Rupert Regional Hospital	Non-Contract Management	1	3.64	approved
134	S.D. #1 (Fernie)	CUPE Local 2208	1	7.69	approved
135	S.D. #17 (Princeton)	CUPE Local 900	1	11.87	approved
			2	6.22	approved
			3	2.93	approved

LETTER DECISIONS 1992

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
136	S.D. #62 (Sooke)	CUPE Local 459	1	7.06	approved
137	S.D. #87 (Stikine)	Excluded Staff	1	20.80	approved
138	District of Kitimat	Exempt Staff	1	5.22	approved
139	S.D. #41 (Burnaby)	CUPE Local 379	1	6.89	approved
			2	6.20	approved
140	District of Kitimat	Senior Staff-Department Heads	1	4.81	approved
141	Kwantlen College	Administration	1	.31	approved
142	Tabor Home Society	Management & Administration	1	2.74	approved
143	S.D. #42 (Maple Ridge-Pitt Meadows)	Continuing Education Instructors	1	17.49	approved
144	North Shore Intermediate Care Soc.	Other Management	1	3.85	approved
145	Lookout Emergency Aid Society	Management Non Union	1	6.56	approved
146	S.D. #38 (Howe Sound)	Non-Teaching Directors	1	13.93	approved
			2	6.23	approved
147	S.D. #38 (Howe Sound)	Accountant/Confidential Secretary	1	6.98	approved
			2	7.21	approved
			3	4.00	approved
148	Cowichan Valley Regional Dist.	CUPE Local 358 - Pool	1	6.73	approved
			2	6.67	approved
149	Cowichan Valley Regional Dist.	Salary Staff	1	6.93	approved
			2	6.92	approved
150	Cowichan Valley Regional Dist.	FA Janitors	1	6.76	approved
			2	6.70	approved
151	Matsqui-Abbotsford Recreation Commission	Middle Management	1	2.90	approved

LETTER DECISIONS 1992

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
152	Matsqui Police Board	Police Middle Management	1	2.94	approved
153	Matsqui-Abbotsford Recreation Commission	Recreation Senior Management	1	2.91	approved
154	Tom Uphill Memorial Home Soc.	Administration	1	4.11	approved
155	S.D. # 89 (Shuswap)	Speech Pathologists	1	10.00	approved
156	St. Michael's Centre	Non Contract Staff	1	16.66	approved
157	Reg. Dist. of Central Okanagan	Senior Staff	1	6.68	approved
158	S.D. #19 (Revelstoke)	International Union of Oper. Eng. Local 882B	1	15.81	approved
		Support Staff	2	2.28	approved
			3	2.83	approved
159	S.D. #31 (Merritt)	CUPE Local 847 Non Teaching Staff	1	4.76	approved
			1	4.76	approved
160	S.D. #54 (Bulkley Valley)	Management & Excluded Staff	1	7.00	approved
			2	.00	approved
161	S.D. #54 (Bulkley Valley)	Management & Excluded Staff	1	6.21	approved
			2	.00	approved
162	Port McNeill & District Hospital	Non-contract	1	7.12	approved
163	North Island College	North Island College Faculty Assoc.	1	6.72	approved
164	S.D. #59 (Peace River South)	Administrative Officers Reporting to Senior Management	1	6.52	approved
165	S.D. #59 (Peace River South)	Administrative Officers Not Reporting to Senior Management	1	6.60	approved
166	S.D. #77 (Summerland)	Secretary Treasurer	1	12.34	approved
167	S.D. #1 (Fernie)	Administration/Secretary Treasurer	6 months	7.57	approved
168	S.D. #62 (Sooke)	Excluded Staff	1	1.29	approved
169	S.D. #14 (Southern)	Excluded Staff	1	7.41	approved
			2	2.44	approved
170	S.D. #77 (Summerland)	Amended Mgt./Principals & Secretary Treasurer	1	2.38	approved

LETTER DECISIONS 1992

Letter Dec. No.	Employer	Employee Group	Guideline Year	Requested Compensation Increase %	Decision
171	Simon Fraser University	Administrative & Professional Staff Assoc.	1	2.32	approved
172	Simon Fraser University	United Brotherhood of Carpenters & Joiners of America Local 1251 Et Al	1	4.91	approved
173	S.D. #48 (Howe Sound)	Administrative Officers	1	6.77	approved
			2	7.24	approved
			3	3.80	approved
174	B.C. Institute of Technology	BCIT Staff Society-Faculty/Technical	1	4.39	approved
			2	3.17	approved
175	S.D. #14 (Southern Okanagan)	District Management	1	4.71	approved
176	Town of Gibsons	Excluded Staff	1	1.60	approved
177	S.D. #48 (Howe Sound)	Admin. Assoc.-Administrative Officers	1	5.68	approved
			2	0.00	approved
178	S.D. #54 (Bulkley)	CUPE Local 2145 - Non Teaching	1	6.79	approved
179	S.D. #52 (Prince Rupert)	Excluded Staff	1	.72	approved
180	S.D. #52 (Prince Rupert)	Principals and Vice-Principals	1	1.59	approved
181	James Bay Multi-Level Care Society	Non-Union-Management	1	1.31	approved

TABLE 10.6

DATE	BULLETIN NO.	TOPIC
March 25, 1991	1	The Compensation Fairness Act Receives Royal Assent.
April 10, 1991	2	Registration and Filing of Compensation Plans
April 10, 1991	3	Facsimile Correspondence
April 10, 1991	4	Act, Regulations and Guidelines
April 22, 1991	5	Compensation Report CFP-2 and Compensation Guidelines Sections 20, 21 and 22
April 22, 1991	6	Rulings of the Commissioner
May 14, 1991	7	Public Sector Senior Managers Compensation
May 14, 1991	8	Perquisites - Compensation Fairness Guidelines - Compensation Fairness Regulations
June 12, 1991	9	Registration
June 12, 1991	10	Public Sector Senior Managers Compensation - I Deferral Payments - II Benefits
June 12, 1991	11	Benefit Changes
June 12, 1991	12	Curtailment of Programs In School Districts
June 18, 1991	13	Audit
August 7, 1991	14	Reclassification or Recruitment of Public Sector Employees
November 27, 1991	15	Amended Compensation Fairness Guidelines
November 27, 1991	16	Repeal of Compensation Fairness Program Bulletins 5, 8, 12 and 14
November 27, 1991	17	Compensation Fairness Act - Part 4 and Section 25 of Compensation Fairness Guidelines
February 20, 1992	18	Provision of Funds against Retroactive Payments - (Trust Funds, Accounts Payable Funds, Reserves and Accruals)
February 20, 1992	19	Interest on Retroactive Payments
March 6, 1992	20	Payment of Overtime

Province of British Columbia

Ministry of Finance and Corporate Relations
COMPENSATION FAIRNESS PROGRAM
OFFICE OF THE COMMISSIONER

REGISTRATION REPORT – FORM CFP - 1

INSTRUCTIONS: This form is to be completed by all public sector employers as defined in the *Compensation Fairness Act*. One completed copy of this report is to be forwarded to the Registrar, Compensation Fairness Program, Suite 408, 145 Chadwick Court, North Vancouver, B.C., V7M 3K1, within 30 days after the *Compensation Fairness Act* comes into force. For identification of Employer Group, please see paragraph 3 of the Compensation Fairness Program Guidelines. Public Sector identification must be with one of the following:

a) Government, Corporations, Unincorporated Boards, Commissions, Councils, Boards, Bureaus or Authorities,
b) Municipal,
c) Education,
d) Health and Community Care Services,
e) or as designated in the Schedule to the Act.

PLEASE PRINT ***FOR GENERAL INQUIRIES CALL 775 - 0218***

NAME OF EMPLOYER	TELEPHONE NO.	FACSIMILE NO.

ADDRESS OF EMPLOYER	POSTAL CODE

PUBLIC SECTOR IDENTIFICATION

NAME OF PERSON FROM WHOM ADDITIONAL INFORMATION MAY BE OBTAINED	TITLE

PART A – SENIOR MANAGER'S GROUP

- Where compensation is determined by the employer, the composition of the group should be consistent with that established prior to January 30, 1991.
- A Senior Manager's Group must be reported by every employer.
- This section requires entry of the number of employees currently falling within the definition of Senior Manager's Group. Enter the commencement and expiry dates of the current agreement, salary or wage plan.

GROUP NUMBER	DESCRIPTION OF SENIOR MANAGEMENT GROUP	NUMBER OF EMPLOYEES	NAME OF ASSOCIATION *- If applicable*	CURRENT COMPENSATION PLAN COMMENCEMENT DATE DAY	MONTH	YEAR	EXPIRY DATE DAY	MONTH	YEAR
001									

PART B – OTHER GROUPS - If you have more than six groups, attach a schedule.

- Where compensation is determined through collective bargaining, the group is the bargaining unit concerned.
- This section requires entry of the description of each Employee Group, the number of employees in each group, the name of the union which represents the employee group in collective bargaining (if applicable) and the commencement and expiry dates of the current agreement, salary or wage plan. Where an employer has employees who do not fall within a group as described above, the employer must divide those employees, where appropriate, into two or more groups.

GROUP NUMBER	DESCRIPTION OF EMPLOYEE GROUP	NUMBER OF EMPLOYEES	NAME OF UNION *- If applicable*	CURRENT COMPENSATION PLAN COMMENCEMENT DATE DAY	MONTH	YEAR	EXPIRY DATE DAY	MONTH	YEAR
002									
003									
004									
005									
006									

CERTIFICATION

I hereby certify that the information given in this report and in any documents attached is correct, complete and true in every respect.

SIGNATURE OF AUTHORIZED OFFICER	POSITION OR OFFICE OF AUTHORIZED OFFICER	DATE SIGNED DAY	MONTH	YEAR

Province of British Columbia

Ministry of Finance and Corporate Relations
COMPENSATION FAIRNESS PROGRAM
OFFICE OF THE COMMISSIONER

COMPENSATION REPORT – FORM CFP - 2

INSTRUCTIONS: This form is to be completed by every employer for a compensation plan. One completed copy of this report is to be forwarded to the Registrar, Compensation Fairness Program, Suite 406, 145 Chadwick Court, North Vancouver, B.C. V7M 3K1. For general inquiries call 775 - 0218.

NAME OF EMPLOYER

ADDRESS OF EMPLOYER

	CITY	POSTAL CODE

TELEPHONE NO.	FACSIMILE NO.	PUBLIC SECTOR IDENTIFICATION

NAME OF PERSON FROM WHOM ADDITIONAL INFORMATION MAY BE OBTAINED	TITLE

LAST DAY OF EXPIRING PLAN (DAY MONTH YEAR)	LAST DAY OF NEW PLAN OR AGREEMENT (DAY MONTH YEAR)	Does this Compensation Plan contain provisions for a Reopener?	Does the new Compensation Plan provide for a change in Hours of Work Week?
		☐ NO ☐ YES If YES, provide details on Schedule A	☐ NO ☐ YES If YES, provide details on Schedule A

This report is for Guideline Year	SENIOR MANAGER'S OR EMPLOYEE GROUP DESCRIPTION (LINE NO. FROM CFP - 1)	NUMBER OF EMPLOYEES IN GROUP ON LAST DAY OF BASE YEAR	TOTAL NORMAL PAID HOURS IN BASE YEAR
	0 0	01	02

NAME OF EMPLOYEE BARGAINING AGENT - *If applicable*	NAME OF EMPLOYER BARGAINING AGENT - *If other than Employer*

CANADA
PROVINCE OF
BRITISH COLUMBIA

In the Matter of the Compensation Fairness Act

I, _____ in the Province of British Columbia do solemnly declare that

1. I am employed by _____ (employer) in the capacity of _____ (position) and am authorized to swear this declaration on its behalf.
2. The information given in this report is true, correct and complete in every respect.
3. The employer: (a) ☐ has (b) ☐ does not have the current ability to pay the compensation increases reflected in this report.
4. The employer is subject to the following fiscal or financial policies which may have an impact on the level of compensation payable to employees:

_____

_____

_____

_____

_____

5. The increased costs of implementation of the compensation plan which is the subject of this report will have the following effects on the level of public service provided by the employer:

_____

_____

_____

_____

_____

AND I make this solemn declaration, conscientiously believing it to be true and knowing that it is of the same force and effect as if made under oath and by virtue of the "Evidence Act" (British Columbia)

DECLARED before me at _____ in the _____
SIGNATURE

Province of British Columbia, this _____ day of _____, 199____. _____
TITLE

_____
A Notary Public in and for the Province of British Columbia.
A Commissioner for taking Affidavits for British Columbia.

STRAIGHT TIME AVERAGE HOURLY RATE

UCTIONS • List each individual rate in the group on a separate line.
• Calculate Straight Time Average Hourly Rates in Base and Guideline Years

PTION OF THIS EMPLOYEE GROUP
FROM CFP - 1

BASE YEAR							NUMBER OF EMPLOYEES ON LAST DAY OF BASE YEAR (1)	GUIDELINE YEAR					BASE YEAR TO GUIDELINE YEAR PERCENTAGE INCREASE
TOTAL (3)			HOURLY RATE ON LAST DAY OF BASE YEAR (2)					HOURLY RATE ON LAST DAY OF GUIDELINE YEAR (2A)			TOTAL (3A)		
		=			X			X		=			
		=			X			X		=			
		=			X			X		=			
		=			X			X		=			
		=			X			X		=			
		=			X			X		=			
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		=			X			X		=			
		=			X			X		=			
		=			X			X		=			
		=			X			X		=			
TOTAL (3)							TOTAL (1)				TOTAL (3A)		

ide the Total of Column (3) by the Total of Column (1) = BASE YEAR STRAIGHT
ME AVERAGE HOURLY RATE *(enter this amount on line 06 on page 4)* 03 _____

ide the Total of Column (3A) by the Total of Column (1) = GUIDELINE YEAR STRAIGHT
ME AVERAGE HOURLY RATE *(enter this amount on line 12 on page 4)* 04 _____

IPACT OF WAGE CHANGE ON WAGE RELATED BENEFITS
e 04 - line 03 x 100 = % (to two decimal places) 05 _____ %
line 03

BENEFIT EXPENDITURES IN BASE AND GUIDELINE YEARS

INSTRUCTIONS: Report Base and Guideline Year expenditures using the benefit provisions in effect on the last day of the Base and Guideline Years, and the number and distribution of employees and total hours in the Base Year (from boxes 01 and 02 on page 1). If the exact expenditure for a benefit is not available, report an estimate.

TYPE OF BENEFIT (1)	EXPENDITURES DURING BASE YEAR (2)	INCREASE IN EXPENDITURES DURING GUIDELINE YEAR DUE TO		EXPENDITURES DURING GUIDELINE YEAR - *TOTAL OF COLUMNS (2), (3) AND (4) EQUALS* (5)
		CHANGE IN BENEFITS OR INTRODUCTION OF NEW BENEFITS (3)	EFFECT OF APPLICABLE WAGE AND SALARY INCREASE ON WAGE RELATED BENEFITS (4)	
A PAY FOR TIME NOT WORKED				
B PREMIUM PAY				
C OTHER BENEFITS				
TOTALS	(2) enter total - line 09 on page 4			(5) enter total - line 18 on page 4

CALCULATION OF HOURLY COMPENSATION RATE FOR LAST DAY OF BASE YEAR

- *Convert Salaries to an hourly rate.*

Straight Time Average Hourly Rate in effect on last day of Base Year (excluding Cost-of-Living Allowance if any)	06	
ADD: Hourly Rate of Cost-of-Living Allowance, if any, effective on last day of Base Year	07	
BASE YEAR STRAIGHT TIME AVERAGE HOURLY RATE *(ADD: lines 06 and 07)*		08
Total cost of Benefits in Base Year (from column 2, page 3)	09	
Divide Total on line 09 by the Total Normal Paid hours for the Group (from box 02) on page 1 in Base Year and enter the result on line 10		10
BASE YEAR BENEFIT AVERAGE HOURLY RATE - Average Hourly Compensation Rate for Last Day of Base Year *(ADD: lines 08 and 10 = line 11 and enter this amount on line 22)*		11

Select Classification for Basis of Increase (✓ applicable box) ☐ COMPETITIVE MARKET GUIDELINE ☐ JOB SECURITY GUIDELINE ☐ LABOUR MARKET GUIDELINE

CALCULATION OF HOURLY COMPENSATION RATE FOR GUIDELINE YEAR

- *Convert Salaries to an hourly rate.*
- *Use the same number and distribution of employees as on last day of Base Year.*

Straight Time Average Hourly Rate in effect on last day of Guideline Year *(excluding Cost-of-Living Allowance if any).*	12	
ADD: Projected Cost-of-Living Allowance (if applicable) for Guideline Year	13	
Projected Increment Average Hourly Rate	14	
Unadjusted Guideline Year Straight Time Average Hourly Rate *(total of lines 12, 13 and 14)*	15	
Less: Projected Increment Average Hourly Rate (from line 14)	16	
GUIDELINE YEAR STRAIGHT TIME AVERAGE HOURLY RATE		17
GUIDELINE YEAR BENEFIT AVERAGE HOURLY RATE - Total cost of Benefits in GuidelineYear (from column 5, page 3)	18	
GUIDELINE YEAR BENEFIT AVERAGE HOURLY RATE *(Divide the amount on Line 18 by the Total Normal Paid hours for the Group from box 02 on page 1 in Base Year and enter the result on line 19)*		19
AVERAGE HOURLY COMPENSATION RATE FOR LAST DAY OF GUIDELINE YEAR *(ADD: lines 17 and 19 and enter this amount on lines 20 and 21)*		20

CALCULATION OF CHANGE IN COMPENSATION

Average Hourly Compensation Rate for Last Day of Guideline Year (from line 20)	21	
Average Hourly Compensation Rate for Last Day of Base Year (from line 11)	22	
EXCESS	23	
RATE OF CHANGE: $\frac{\text{line 23}}{\text{line 22}}$ x 100 = % (to two decimal places)		24 %

Province of British Columbia

Ministry of Finance and Corporate Relations
COMPENSATION FAIRNESS PROGRAM
OFFICE OF THE COMMISSIONER

SCHEDULE A – FORM CFP - 2

Note: If additional information is necessary, attach a separate sheet.

ESCRIPTION OF THIS EMPLOYEE GROUP

E NO. FROM CFP - 1 0 0

XCLUSIONS

ave you excluded any payments from the Base and Guideline Year calculations? ☐ NO ☐ YES

YES, describe each type of exclusion and explain why these amounts have been excluded.

lave there been a change in hours in this compensation plan? ☐ NO ☐ YES

f YES, please complete the following:	EFFECTIVE DATE OF CHANGE (DAY / MONTH / YEAR)	NUMBER OF OLD STANDARD WEEKLY HOURS	NUMBER OF NEW STANDARD WEEKLY HOURS

REASON FOR CHANGE:

Attach all relevant documents and submissions and list any additional information concerning the proposed compensation plan.

SIGNATURE OF AUTHORIZED OFFICER	POSITION TITLE	DATE SIGNED (DAY / MONTH / YEAR)

Province of British Columbia | Ministry of Finance and Corporate Relations | Compensation Fairness Program, OFFICE OF THE COMMISSIONER

GUIDE TO FORM CFP - 2

USE OF FORM CFP - 2

- Form CFP - 2 is to be completed by all public sector employers defined in the Compensation Fairness Act.
- Employers are required to report changes in compensation arising from all collective agreements and compensation plans concluded after January 29, 1991. A compensation plan which includes terms contained in a final arbitration award, a collective agreement, other award, or other written agreement established after January 29, 1991 shall be reviewed by the Commissioner of the Compensation Fairness Program.
- Forms are to be completed and submitted to the Registrar, Compensation Fairness Program immediately for each agreement or plan concluded after January 29, 1991 and otherwise within 10 days of any subsequent ratification of a collective agreement or adoption of a new or revised compensation plan. One CFP - 2 form for each Guideline Year is required for each Employee Group. If a compensation plan is for more than one year, a separate report is to be submitted for each year.

INTRODUCTION

- The instructions explain generally how to complete the form. They are not intended as a substitute for the *Compensation Fairness Act*, its Guidelines or Regulations.

PAGE 1 LINE 01 NUMBER OF EMPLOYEES IN GROUP ON LAST DAY OF BASE YEAR

- If the composition of employees in a group on the last day of a Base Year is not representative of the normal composition of the group, a more representative day in the Base Year may be used. A Base Year is a period of 12 consecutive months immediately preceding the first day of the Guideline Year. The number of employees shown here will be used in calculations in both the Base and Guideline Years.

LINE 02 TOTAL NORMAL PAID HOURS IN BASE YEAR

- Multiply the normal or standard weekly hours by 52 weeks and the result by the total number of employees. If there are a variety of standard weekly hours within a group, allow for them in the calculations.

DOES THE NEW COMPENSATION PLAN PROVIDE FOR A CHANGE IN HOURS WORKED IN A WEEK?

- If 'YES' indicate on Schedule A the effective date of change and the old and new standard weekly hours.

STATUTORY DECLARATION

- All public sector employers shall complete a statutory declaration for each compensation plan report submitted.

PAGE 2 BASE STRAIGHT TIME AVERAGE HOURLY RATE

- List in column (1) the number of employees at each hourly rate, and then enter the appropriate rates in column (2). Column (3) is the result obtained by multiplying columns (1) and (2). When all results and numbers of employees are listed, add the entries in each of columns (1) and (3). Divide the total of column (3) by the total of column (1). Enter the result on line 06, page 4. Columns (2A) and (3A) will be completed later as part of the Guideline Straight Time Average Hourly Rate calculations.

  NOTE: Where the wage or salary of an employee in the group is not paid on an hourly rate basis, convert that wage or salary in effect on the last of the Base Year to an hourly rate using the normal or standard hours of work in effect for the employee on that day.

10. Enter on line 07 the hourly rate (or hour equivalent) of the Cost of Living allowance, if any, in effect on the last day of the Base Year. Add lines 06 and 07 and enter the result on line 08 which is the Base Straight Time Average Hourly Rate.

PAGE 3 TOTAL COST OF BENEFITS IN BASE YEAR

11. List employers expenditures for benefits according to the type of benefit:
    a) Pay for Time Not Worked includes any lump sum payments, pay for vacations, statutory holidays, other forms of leave or absence and pay for travel time and clean-up time.
    b) Premium Pay includes overtime payments, shift differentials and call-back pay, meal tickets and any other premium payments.
    c) Other Benefits include employer contributions to plans such as hospital and medical insurance, private health insurance, sickness indemnity, dental insurance, short and long term disability insurance, group life insurance plans, superannuation, pension or other retirement plans, or any other perquisites or payments generally classified as benefits.
12. A benefit does not include payments for wages and salaries, as reported on page 2, cost-of-living allowances, or contributions made by an employer under the Canada Pension Plan, the *Unemployment Insurance Act* or *Workers' Compensation Act*.
13. Compute the total expenditure for each benefit plan for the group as if the benefit in effect on the last day of the Base Year had been in effect throughout the year.
14. Enter the amount in column (2). Add the amounts in column (2) and enter the result at the bottom of the column and on line 09 on page 4. Columns (3), (4) and (5) are to be used later when calculating benefit expenditures in the Guideline Year.

PAGE 4 LINE 10 BASE YEAR BENEFIT AVERAGE HOURLY RATE

15. Divide the total on line 09 by the Total Normal Paid Hours for the Group in the Base Year (from box 02 on page 1) and enter the result on line 10 which is the Base Year Benefit Average Hourly Rate.

LINE 11 AVERAGE HOURLY COMPENSATION RATE FOR LAST DAY OF BASE YEAR

16. Add lines 08 and 10 and enter the total on line 11 which is the Average Hourly Compensation Rate for the last day of the Base Year. Enter this amount on line 22.

ASSUMPTIONS TO BE USED IN THE EVENT OF A REDUCED WORK WEEK

17. Where a change in the hours worked in a week has the effect of increasing compensation, this change must be reflected in the Average Hourly Compensation Rate for the Guideline Year.
18. In converting salaries or wages to hourly rates, use the normal or standard weekly hours of work in effect on the last day of the Guideline Year.

SELECTION OF CLASSIFICATION FOR BASIS OF INCREASE IN COMPENSATION

19. Select and indicate whether the change in the level of compensation is based on:
    a) **Job Security Guideline** - Where, in the interests of job security, the parties to a compensation plan elect to have

their plan reviewed by the commissioner under this guideline, the employer shall file a job security plan with the office of the commissioner.

Where the compensation increases under the parties' compensation plan in which the job security plan is incorporated fall within the following limits:

1% for year one of the compensation plan;
2% for year 2 of the compensation plan;
3% for year 3 of the compensation plan;

the commissioner may determine that the compensation plan in which the job security plan is incorporated is within the guidelines.

b) **Labour Market Guideline** - A group is permitted a level of compensation based on:
   (i) demonstrable or measurable increases in productivity,
   (ii) settlements or awards in the Provincial private sector,
   (iii) the ability of the public sector employer to recruit and retain employees in areas of demonstrable shortages of critical skills,
   (iv) the rectification over a period of time between 3 to 5 years of unreasonable disparities in the rate of compensation between groups of public sector employees performing the same work in the same industry in the Province, where such disparities existed prior to January 30, 1991,
   (v) the existence of programs intended to ameliorate gender based wage rate disparities,
   (vi) the existence of programs intended to insure equal access to employment for disabled persons,
   (vii) other matters the commissioner may consider to be relevant.

c) **Competiiive Market Guideline** - A group will be permitted a level of compensation:
   (i) for year one of the compensation plan, to a maximum of 150% of the level of compensation payable under the labour market guideline, and
   (ii) for year 2 of the compensation plan, to a maximum of 135% of the level of compensation payable under the labour market guideline,

provided that the compensation adjustment is made in the form of lump sum payments which do not alter the existing wage rates for the employees in the group for the life of the compensation plan.

Adjustments to existing wage rates under this guideline will be permitted in addition to the lump sum payments referred to above if those adjustments are based upon demonstrable or measurable increases in productivity.

AGE 4 LINES 12 to 20 GUIDELINE YEAR STRAIGHT TIME AVERAGE HOURLY RATE

Assume that the number of employees, their distribution within ranges, and the composition and structure of the group are the same on the last day of the Guideline Year as they were on the last day of the Base Year.

List in column (2A) page 2 the rate on the last day of the Guideline Year for each job classification in the group. Multiply each hourly rate (incorporating range increase only), if applicable, in column (2A) by the number in column (1) and enter the result in column (3A). Total column (3A) and divide by the total of column (1) and enter this amount on line 12 on page 4. Add the projected cost of living allowance, if any, and enter the amount on line 13.

EXCLUSIONS

22. The following amounts are not to be included in any calculations:
   a) any increase in compensation resulting from the elimination of differences in compensation based on matters prohibited under the *Human Rights Act*.
   b) any increases in compensation resulting from registration in an apprenticeship training program under the *Apprenticeship Act*.

INCREMENTS

23. Incremental and job classification plans in place prior to January 30, 1991 must be included and may be excluded from the level in changes in compensation plans. The projected cost of increments is the actual dollar cost of increments paid in the Guideline Year to those employees listed on the Base Date on Page 2, divided by the total normal hours of work in box 02 on page 1. Enter this amount on line 14 and exclude the amount on line 16. Use Schedule A to explain the incremental exclusions.

PAGE 3 BENEFITS

24. If a benefit is changed or if a new benefit plan is introduced the following procedures shall be used. Compute the cost based upon those benefit provisions in effect on the last day of the Guideline Year and apply those benefits to the employees who were in the group as of the last day of the Base Year. Enter the computed benefit cost in column (3).

25. If the provisions of a wage-related benefit plan have been changed, the impact of the wage changes will apply to the total of columns (2) and (3). Calculate the amount of the changes in benefit expenditures due to the impact of wage or salary changes on wage-related benefits. Enter this amount in column (4).

26. Cross - add columns (2), (3) and (4) and enter the result in column (5). Add the amounts in column (5) and enter the totals at the bottom of the page and on line 18 page 4. Divide the amount on line 18 by the Total Normal Paid Hours in Base Year (from box 02 on page 1) and enter the result on line 19. This is the Guideline Year Benefit Average Hourly Rate.

PAGE 4 CALCULATION OF CHANGE IN COMPENSATION

27. Enter on line 21 the amount from line 20. Enter on line 22 the amount from line 11. Subtract line 22 from line 21 entering the result on line 23. Divide line 23 by line 22 and multiply the result by 100 and then enter this percentage on line 24.

For further information, contact:

Office of the Commissioner
Compensation Fairness Program
Ministry of Finance
and Corporate Relations
Suite 408 - 145 Chadwick Court
North Vancouver, B.C.
V7M 3K1

Telephone Number: 775 - 0218